GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE AUTHORIZED MULTIPLE AWARD SCHEDULE CATALOG/PRICE LIST

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA *Advantage!*, a menu-driven database system. The INTERNET address for GSA *Advantage!* is <u>http://www.gsaadvantage.gov</u>

SCHEDULE TITLE: Multiple Award Schedule – General Purpose Commercial Information Technology Equipment, Software, and Services

541518 - 541518 Information Technology Professional Services

FSC Class(es)/Product Code: FSC/PSC Class D301 IT and Telecom- Facility Operation and Maintenance IT and Telecom- Systems Development FSC/PSC Class D302 IT and Telecom- Systems Analysis FSC/PSC Class D306 FSC/PSC Class D307 IT and Telecom- IT Strategy and Architecture FSC/PSC Class D308 IT and Telecom- Programming IT and Telecom- Cyber Security and Data Backup FSC/PSC Class D310 IT and Telecom- Data Conversion FSC/PSC Class D311 IT and Telecom- Telecommunications Network Management FSC/PSC Class D316 IT and Telecom- Web-Based Subscription FSC/PSC Class D317 IT and Telecom- Other IT and Telecommunications FSC/PSC Class D399

54151HACS - 54151HACS Highly Adaptive Cybersecurity Services

ALL HACS subcategories are included on this contract.

CONTRACT NUMBER: GS-35F-0216Y

CONTRACT PERIOD: February 27, 2022 through February 26, 2027 *Pricelist current through Modification PA-0034, effective August 3, 2022*

For more information on ordering from Federal Supply go to this website: www.gsa.gov/schedules

SKYEPCINT DECISIONS

CONTRACTOR:

SkyePoint Decisions, Inc. 45240 Business Ct., Suite 160 Dulles, VA 20166 Office: 703.234.7880 Fax: 703.636.8918 E-mail: <u>gsamas@skyepoint.com</u> <u>http://www.skyepoint.com</u>

CONTRACTOR'S ADMINISTRATION SOURCE: Nancy Robinson

Nancy Robinson Email: nancy.robinson@skyepoint.com

BUSINESS SIZE: Small Business

CUSTOMER INFORMATION:

1a. TABLE OF AWARDED SPECIAL ITEM NUMBERS

(SINs) SIN DESCRIPTION

54151S - Information Technology Professional Services

FSC/PSC Class D301	IT and Telecom- Facility Operation and Maintenance
FSC/PSC Class D302	IT and Telecom- Systems Development
FSC/PSC Class D306	IT and Telecom- Systems Analysis
FSC/PSC Class D307	IT and Telecom- IT Strategy and Architecture
FSC/PSC Class D308	IT and Telecom- Programming
FSC/PSC Class D310	IT and Telecom- Cyber Security and Data Backup
FSC/PSC Class D311	IT and Telecom- Data Conversion
FSC/PSC Class D316	IT and Telecom- Telecommunications Network Management
FSC/PSC Class D317	IT and Telecom- Web-Based Subscription
FSC/PSC Class D399	IT and Telecom- Other IT and Telecommunications

54151HACS - Highly Adaptive Cybersecurity Services

1b. LOWEST PRICED MODEL NUMBER AND PRICE FOR EACH SIN: See Price List

1c. HOURLY RATES (Services only): See labor categories and pricing beginning on p.9 and p.56 respectively

2. MAXIMUM ORDER*:

<u>SIN</u>	MAXIMUM ORDER
54151S	\$500,000/per Order
54151HACS	\$500,000/per Order

NOTE TO ORDERING ACTIVITIES: *If the best value selection places your order over the Maximum Order identified in this catalog/pricelist, you have an opportunity to obtain a better schedule contract price. Before placing your order, contact the aforementioned contactor for a better price. The contractor may (1) offer a new price for this requirement (2) offer the lowest price available under this contract or (3) decline the order. A delivery order that exceeds the maximum order may be placed under the schedule contract in accordance with FAR 8.404.

- 3. MINIMUM ORDER: Minimum order per the contract \$100.00 or as negotiated.
- 4. **GEOGRAPHIC COVERAGE:** Domestic, or 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories.
- 5. **POINT(S) OF PRODUCTION:** N/A
- **6. DISCOUNT FROM LIST PRICES:** *GSA Net Prices are shown on the attached GSA pricelist. Negotiated discount has been applied and the IFF has been added.*
- 7. **QUANTITY DISCOUNT(S):** None
- 8. **PROMPT PAYMENT TERMS:** None
- 9.a Government Purchase Cards are accepted at or below the micro-purchase threshold.

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- **9.b** Government Purchase Cards are not accepted above the micro-purchase threshold. Government purchase cards are not accepted above the micro-purchase threshold. However, on occasion SkyePoint Decisions may accept the Government purchase card in accordance with GSAR 552.232-79 (c) Payment by Credit Card. Contact contractor for limit.
- 10. FOREIGN ITEMS: N/A
- **11a. TIME OF DELIVERY:** As Negotiated at the task order level.
- **11b. EXPEDITED DELIVERY:** Negotiated at the task order level.
- 11c. OVERNIGHT AND 2-DAY DELIVERY: N/A
- **11d. URGENT REQUIRMENTS:** Agencies can contact the Contractor's representative to affect a faster delivery. Customers are encouraged to contact the contractor for the purpose of requesting accelerated delivery.
- **12. FOB POINT:** Destination
- 13a. ORDERING ADDRESS: SkyePoint Decisions, Inc. 45240 Business Ct., Suite 160 Dulles, VA 20166 Office: 703.234.7880 Fax: 703.636.8918 E-mail: gsamas@skyepoint.com
- **13b. ORDERING PROCEDURES:** Ordering activities shall use the ordering procedures described in Federal Acquisition Regulation 8.405-3 on Blanket Purchase Agreements (BPA's)
- 14. **PAYMENT ADDRESS:** Same as contractor
- 15. WARRANTY PROVISION: N/A
- 16. EXPORT PACKING CHARGES: N/A
- 17. **TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:** See 9a and 9b.
- 18. TERMS AND CONDITIONS OF RENTAL, MAINTENANCE, AND REPAIR (IF APPLICABLE): : N/A
- **19. TERMS AND CONDITIONS OF INSTALLATION (IF APPLICABLE):** N/A
- 20. TERMS AND CONDITIONS OF REPAIR PARTS INDICATING DATE OF PARTS PRICE LISTS AND ANY DISCOUNTS FROM LIST PRICES (IF AVAILABLE): N/A
- 20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES (IF APPLICABLE): N/A
- 21. LIST OF SERVICE AND DISTRIBUTION POINTS (IF APPLICABLE): N/A
- 22. LIST OF PARTICIPATING DEALERS (IF APPLICABLE): N/A
- 23. PREVENTIVE MAINTENANCE (IF APPLICABLE): N/A

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24a. SPECIAL ATTRIBUTES SUCH AS ENVIRONMENTAL ATTRIBUTES (e.g. recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. Section 508 Compliance for Electronic and Information Technology (EIT): If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following: Section 508 compliance is in process.

The EIT standard can be found at: <u>www.Section508.gov/</u>.

- **25. DUNS NUMBER:** 829977508
- 26. NOTIFICATION REGARDING REGISTRATION IN SYSTEM FOR AWARD MANAGEMENT (SAM) DATABASE: Contractor has an Active Registration in the SAM database.

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TERMS AND CONDITIONS APPLICABLE TO INFORMATION TECHNOLOGY (IT) PROFESSIONAL SERVICES (SPECIAL ITEM NUMBER 54151S)

1. SCOPE

a. The prices, terms and conditions stated under Special Item Number 54151S - 54151S Information Technology Professional Services apply exclusively to IT Professional Services within the scope of this Information Technology Schedule.

b. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

In accordance with FAR 52.212-4 CONTRACT TERMS AND CONDITIONS--COMMERCIAL ITEMS (MAR 2009) (DEVIATION I - FEB 2007) for Firm-Fixed Price orders and FAR 52.212-4 CONTRACT TERMS AND CONDITIONS –COMMERCIAL ITEMS (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. **RESPONSIBILITIES OF THE CONTRACTOR**

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (Dec 2007) Rights in Data – General, may apply.

8. **RESPONSIBILITIES OF THE ORDERING ACTIVITY**

Subject to security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite IT Professional Services.

9. INDEPENDENT CONTRACTOR

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All IT Professional Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for IT Professional services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

(1) The offeror;

- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

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13. RESUMES

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF IT PROFESSIONAL SERVICES AND PRICING

a. The Contractor shall provide a description of each type of IT Service offered under Special Item Numbers 54151S - 54151S Information Technology Professional Services should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all IT Professional Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, monthly rates, term rates, and/or fixed prices, minimum general experience and minimum education.

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	LABOR CATEGORY	Y DESCRIPTIO	ONS (SIN 54151S)	
	Expe	rience Substitution	1	
Associates Degree e	equal to two years relevant			four years of relavent
experience. Mast	ers Degree equal to six yea	ars of relavent expe	rience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
	Functional	MINIMUM		
SERVICE (e.g. Job	Functional Responsibility/Position	EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
Financial Analyst II	Performs information	Bachelor's	3 Years	Possesses and
	technology program	Degree in a		applies expertise on
	support related to	related field.		multiple complex
	program analysis,			work assignments.
	production scheduling, logistics, special projects,			Assignments may be broad in nature,
	statistical analysis, and			requiring originality
	life cycle costing,			and innovation in
	budgeting, financial			determining how to
	studies and performs			accomplish tasks.
	costing for assigned			Operates with
	information technology			appreciable latitude
	projects. Provides support in the			in developing methodology and
	preparation of monthly			presenting solutions
	reports, program			to problems.
	reviews, presentations,			Contributes to
	project plans, briefings,			deliverables and
	schedules and other			performance metrics
	information technology project deliverables. May			where applicable.
	perform asset			
	management functions			
	as required.			
Configuration	Provides configuration	Bachelor's	3 Years	Possesses and
Management	management planning.	Degree in a related field.		applies expertise on
Specialist II	Describes provisions for configuration	related field.		multiple complex work assignments.
	identification, change			Assignments may be
	control, configuration			broad in nature,
	status accounting, and			requiring originality
	configuration audits.			and innovation in
	Regulates the change			determining how to
	process so that only approved and validated			accomplish tasks. Operates with
	changes are			appreciable latitude
	incorporated into product			in developing
	documents, software,			methodology and
	and hardware.			presenting solutions
	Responsible for			to problems.
	configuration planning. Identifies and maintains			Contributes to deliverables and
	the original configuration			performance metrics
	of requirements			where applicable.
	documentation, design			- FF
	documentation, software,			
	hardware and related			
	documentation.			
	Regulates the change control process so that			
	only approved and			
		1		1

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	-	rience Substitution		
	equal to two years relevant			
experience. Ma	sters Degree equal to six yea		erience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
	E-matienal	MINIMUM		
SERVICE	Functional	EDUCATION/		Kin ovulo dato (Chill
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	validated changes are			
	incorporated into			
	configuration control documents and related			
	software. Responsible for configuration status			
	accounting. Tracks all			
	problems and changes in			
	configuration control			
	documents, software			
	and/or hardware and			
	reports changes and			
	current configuration.			
	Responsible for			
	configuration audits.			
	Supports audits to verify			
	that requirements of all			
	baselines have been met			
	by the as-built software.			
	Supports quality			
	assurance process			
	audits.			
Configuration	Provides configuration	Bachelor's	5 Years	Possesses and
Management	management planning.	Degree in a		applies a
Specialist III	Describes provisions for	related field.		comprehensive
	configuration			knowledge across
	identification, change			key tasks and high
	control, configuration			impact assignments
	status accounting, and			Plans and leads
	configuration audits.			major technology
	Regulates the change			assignments.
	process so that only			Evaluates
	approved and validated			performance result
	changes are			and recommends
	incorporated into product documents, software,			major changes
	and hardware.			affecting short-tern
	Responsible for			project growth and success. Functions
	configuration planning.			as a technical expe
	Identifies and maintains			across multiple
	the original configuration			project assignments
	of requirements			May supervise
	documentation, design			others.
	documentation, software,			
	hardware and related			
	documentation.			
	Regulates the change			
	control process so that			
	only approved and			
	validated changes are			
	incorporated into			
	configuration control			
	documents and related			
	software. Responsible for		1	

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sociatos Dograd	Expe equal to two years relevant	rience Substitution		our voors of rolavou	
	sters Degree equal to six years				
relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description	
	configuration status accounting. Tracks all problems and changes in configuration control documents, software and/or hardware and reports changes and current configuration. Responsible for configuration audits. Supports audits to verify that requirements of all baselines have been met by the as-built software. Supports quality assurance process				
Subject Matter Expert I	audits. (NOTE: THIS LABOR CATEGORY IS APPLICABLE AND MAY BE USED ACROSS ALL OTHER GROUPS AND TECHNICAL DISCIPLINES) Serves as subject matter expert, possessing in- depth knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies or the various sciences. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation and implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the	Associate's Degree in a related field.	1 Year	Applies fundamenta concepts, processes, practices, and procedures on technical assignments. Performs work tha requires practical experience and training. Work is performed under supervision.	

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-		rience Substitution		-	
	equal to two years relevant				
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
	reia	avent experience.			
	Functional	MINIMUM			
SERVICE	Functional Responsibility/Resition	EDUCATION/		Knowledge/Skil	
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skil	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	testing, integration, documentation, and				
	presentation phases.				
	Applies principles,				
	methods and knowledge				
	of the functional area of				
	capability to specific task				
	order requirements,				
	advanced mathematical				
	principles and methods				
	to exceptionally difficult				
	and narrowly defined				
	technical problems in				
	engineering and other				
	scientific applications to				
	arrive at automated				
Subject Motter	solutions.	Baabalar'a	3 Years	Dessesses and	
Subject Matter Expert II	(NOTE: THIS LABOR CATEGORY IS	Bachelor's Degree in a	3 rears	Possesses and applies expertise	
слрент	APPLICABLE AND MAY	related field.		multiple complex	
	BE USED ACROSS ALL	rolated held.		work assignment	
	OTHER GROUPS AND			Assignments may	
	TECHNICAL			broad in nature,	
	DISCIPLINES)Serves as			requiring original	
	subject matter expert,			and innovation in	
	possessing in-depth			determining how	
	knowledge of a particular			accomplish tasks	
	area, such as business,			Operates with	
	computer science,			appreciable latitud	
	engineering,			in developing	
	mathematics,			methodology and	
	technologies or the various sciences.			presenting solutio	
	Provides technical			to problems. Contributes to	
	knowledge and analysis			deliverables and	
	of highly specialized			performance metr	
	applications and			where applicable	
	operational				
	environments, high-level				
	functional systems				
	analysis, design,				
	integration,				
	documentation and				
	implementation advice				
	on exceptionally complex				
	problems that need				
	extensive knowledge of				
	the subject matter for				
	effective implementation. Participates as needed in				
	all phases of system and				
	software development				
	with emphasis on the				
	planning, analysis,				

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		Experience Substitution sociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaver				
-	experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
	relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skil Description		
	testing, integration,					
	documentation, and					
	presentation phases. Applies principles,					
	methods and knowledge					
	of the functional area of					
	capability to specific task					
	order requirements,					
	advanced mathematical principles and methods					
	to exceptionally difficult					
	and narrowly defined					
	technical problems in					
	engineering and other					
	scientific applications to arrive at automated					
	solutions.					
Subject Matter	(NOTE: THIS LABOR	Bachelor's	5 Years	Possesses and		
Expert III	CATEGORY IS	Degree in a		applies a		
	APPLICABLE AND MAY	related field.		comprehensive		
	BE USED ACROSS ALL OTHER GROUPS AND			knowledge acros key tasks and hig		
	TECHNICAL			impact assignmen		
	DISCIPLINES)Serves as			Plans and leads		
	subject matter expert,			major technolog		
	possessing in-depth			assignments.		
	knowledge of a particular			Evaluates		
	area, such as business, computer science,			performance resu and recommend		
	engineering,			major changes		
	mathematics,			affecting short-ter		
	technologies or the			project growth ar		
	various sciences.			success. Function		
	Provides technical knowledge and analysis			as a technical exp across multiple		
	of highly specialized			project assignmer		
	applications and			May supervise		
	operational			others.		
	environments, high-level					
	functional systems					
	analysis, design, integration,					
	documentation and					
	implementation advice					
	on exceptionally complex					
	problems that need					
	extensive knowledge of the subject matter for					
	effective implementation.					
	Participates as needed in					
	all phases of system and					
	software development					
	with emphasis on the planning, analysis,					

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	-	erience Substitution		
	equal to two years relevant			
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of				
	rela	avent experience.		
0		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skil
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	testing, integration,			
	documentation, and			
	presentation phases.			
	Applies principles,			
	methods and knowledge			
	of the functional area of			
	capability to specific task			
	order requirements, advanced mathematical			
	principles and methods			
	to exceptionally difficult			
	and narrowly defined			
	technical problems in			
	engineering and other			
	scientific applications to			
	arrive at automated			
	solutions.			
Subject Matter	(NOTE: THIS LABOR	Bachelor's	7 Years	Provides
Expert IV	CATEGORY IS	Degree in a	7 70070	technical/manage
	APPLICABLE AND MAY	related field.		nt leadership or
	BE USED ACROSS ALL			major tasks or
	OTHER GROUPS AND			technology
	TECHNICAL			assignments.
	DISCIPLINES)Serves as			Establishes goal
	subject matter expert,			and plans that me
	possessing in-depth			project objective
	knowledge of a particular			Has domain and
	area, such as business,			expert technical
	computer science,			knowledge. Direc
	engineering,			and controls
	mathematics,			activities for a clie
	technologies or the			having overall
	various sciences.			responsibility fo
	Provides technical			financial
	knowledge and analysis			management,
	of highly specialized			methods, and
	applications and			staffing to ensure
	operational			that technical
	environments, high-level			requirements are
	functional systems			met. Interactions
	analysis, design,			involve client
	integration,			negotiations and
	documentation and			interfacing with
	implementation advice			senior manageme
	on exceptionally complex			Decision making a
	problems that need			domain knowledg
	extensive knowledge of the subject matter for			may have a critic impact on overa
	effective implementation.			
	Participates as needed in			project implementation.
	all phases of system and			Acts as a senior
	software development			consultant in
	with emphasis on the			complex or missio
	planning, analysis,			critical client
	planning, analysis,	I	1	ontioar olient

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	Expe	rience Substitution	1			
	qual to two years relevant	experience. Bache	lors Degree equal to			
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of						
relavent experience.						
	Freedings	MINIMUM				
SERVICE (e.g. Job	Functional Responsibility/Position	EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
Пислазку	testing, integration,			requirements.		
	documentation, and			Develops, modifies,		
	presentation phases.			and applies		
	Applies principles,			computer modeling		
	methods and knowledge			and programming		
	of the functional area of			applications to		
	capability to specific task			analyze and solve		
	order requirements,			mathematical and		
	advanced mathematical			scientific problems		
	principles and methods			affecting system and		
	to exceptionally difficult			program		
	and narrowly defined			performance.		
	technical problems in engineering and other			Participates in all phases of scientific		
	scientific applications to			and engineering		
	arrive at automated			projects such as		
	solutions.			research, design,		
				development,		
				testing, modeling,		
				simulating, training,		
				and documentation.		
				May supervise		
				others.		
Computer Operator	Monitors and operates	Bachelor's	3 Years	Possesses and		
11	the control console of a	Degree in a related field.		applies expertise on		
	digital computer under supervision of lead	related lield.		multiple complex work assignments.		
	operator. Processes data			Assignments may be		
	and runs all programs,			broad in nature,		
	including new or complex			requiring originality		
	programs, according to			and innovation in		
	established operating			determining how to		
	instructions. Studies			accomplish tasks.		
	instructions to determine			Operates with		
	equipment setup and			appreciable latitude		
	operations. Loads			in developing		
	computer equipment and			methodology and		
	peripherals with required			presenting solutions to problems.		
	items (tape reels, disk packs, software, etc.)			Contributes to		
	Switches necessary			deliverables and		
	auxiliary equipment onto			performance metrics		
	the circuit/network; starts			where applicable.		
	and operates the					
	computer system. Makes					
	adjustments to the					
	system to correct					
	operating problems or to					
	meet special conditions.					
	Maintains operating					
	records and performs					
	other related tasks as					
	required.	1	1	1		

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	Expe	rience Substitution	1				
	ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.						
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description			
Computer Security Analyst II	Provides assistance to the project/program manager on matters pertaining to information security on information systems and supporting communications infrastructures. Analyzes and defines security requirements for systems and/or networks. Designs, develops, engineers, and implements solutions that meet security requirements. Responsible for integration and implementation of security solutions. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Generates detailed draft reports analyzing the physical, administrative, systemic and technical security posture of installations, and makes recommendations to reduce or eliminate security vulnerabilities or risks.	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.			

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	=	rience Substitution			
ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavant					
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
relavent experience.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
Information	Determines enterprise	Bachelor's	3 Years	Possesses and	
Assurance/Security	information assurance	Degree in a		applies expertise or	
Specialist II	and security standards.	related field.		multiple complex	
	Develops and			work assignments.	
	implements information			Assignments may b	
	assurance/security standards and			broad in nature,	
	procedures. Coordinates,			requiring originality and innovation in	
	develops, and evaluates security programs for an			determining how to accomplish tasks.	
	organization.			Operates with	
	Recommends			appreciable latitude	
	information			in developing	
	assurance/security			methodology and	
	solutions to support			presenting solutions	
	customers' requirements.			to problems.	
	Identifies, reports, and			Contributes to	
	resolves security			deliverables and	
	violations. Establishes			performance metric	
	and satisfies information			where applicable.	
	assurance and security				
	requirements based				
	upon the analysis of				
	user, policy, regulatory,				
	and resource demands.				
	Supports customers at				
	the highest levels in the				
	development and				
	implementation of				
	doctrine and policies.				
	Applies know-how to				
	government and				
	commercial common				
	user systems, as well as				
	to dedicated special				
	purpose systems				
	requiring specialized				
	security features and				
	procedures. Provides				
	integration and				
	implementation of the				
	computer system				
	security solution.				
	Analyzes general				
	information assurance				
	related technical				
	problems and provides				
	basic engineering and				
	technical support in				
	solving these problems.				
	Performs				
	vulnerability/risk				
	analyses of computer				
	systems and applications			l	

	equal to two years relevant		lors Degree equal to		
experience. Mast	ters Degree equal to six yea		erience. Phd Degree e	equal to 8 years of	
relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description	
Information Assurance/Security Specialist III	during all phases of the system development life cycle. Ensures that all information systems are functional and secure. Areas of responsibility may include: identity management, secure system engineering and development, biometrics, system/security requirements analysis, secure system definition, as well as, specification development of INFOSEC policies and procedures utilizing technical and analytical skills. May also design test beds for the Developmental Test & Evaluation (DT&E) of INFOSEC hardware and software solutions. Determines enterprise information assurance and security standards. Develops and implements information	Bachelor's Degree in a related field.	5 Years	Possesses and applies a comprehensive knowledge across key tasks and high	
	assurance/security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends information assurance/security solutions to support customers' requirements. Identifies, reports, and resolves security violations. Establishes and satisfies information assurance and security requirements based upon the analysis of user, policy, regulatory, and resource demands. Supports customers at the highest levels in the development and implementation of doctrine and policies.			impact assignments Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical exper across multiple project assignments May supervise others.	

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		rience Substitution				
	e equal to two years relevant					
experience. Ma	experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
	Applies know-how to					
	government and					
	commercial common					
	user systems, as well as					
	to dedicated special					
	purpose systems					
	requiring specialized					
	security features and					
	procedures. Provides integration and					
	implementation of the					
	computer system					
	security solution.					
	Analyzes general					
	information assurance					
	related technical					
	problems and provides					
	basic engineering and					
	technical support in					
	solving these problems.					
	Performs					
	vulnerability/risk					
	analyses of computer					
	systems and applications					
	during all phases of the					
	system development life					
	cycle. Ensures that all information systems are					
	functional and secure.					
	Areas of responsibility					
	may include: identity					
	management, secure					
	system engineering and					
	development, biometrics,					
	system/security					
	requirements analysis,					
	secure system definition,					
	as well as, specification					
	development of					
	INFOSEC policies and					
	procedures utilizing					
	technical and analytical					
	skills. May also design					
	test beds for the					
	Developmental Test &					
	Evaluation (DT&E) of					
	INFOSEC hardware and software solutions.					
	Soliward Solutions.		1	I		

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	Expe	rience Substitution	1					
	equal to two years relevant							
experience. Mas	experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.							
	rela							
		MINIMUM						
SERVICE	Functional	EDUCATION/						
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill				
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description				
Information	Applies information	Bachelor's	3 Years	Possesses and				
Specialist II	management techniques	Degree in a		applies expertise on				
	and practices in support	related field.		multiple complex				
	of business process			work assignments.				
	improvement and			Assignments may be broad in nature.				
	business process modernization projects.			requiring originality				
	Applies reverse			and innovation in				
	engineering and			determining how to				
	reengineering disciplines			accomplish tasks.				
	to develop activity and			Operates with				
	data modeling,			appreciable latitude				
	transaction flow analysis			in developing				
	to document existing			methodology and				
	processes. Uses such			presenting solutions				
	methodologies as IDEFO			to problems.				
	Performs process and/or			Contributes to				
	data modeling utilizing			deliverables and				
	industry standard tools			performance metrics				
	such as IDEFO and			where applicable.				
	IDEFIX. Develops and							
	applies organization wide							
	information models for							
	use in assisting the							
	design of integrated,							
	shared software and							
	database management							
	systems. Participates in							
	the construct of sound,							
	logical business							
	improvement							
	opportunities consistent							
	with organizational							
	information management guiding principles, cost							
	savings, and open							
	system architecture							
	objectives. Analyzes							
	functional business							
	applications and design							
	specifications.							

	-	rience Substitution		
sociates Degree	equal to two years relevant	experience. Bachel	lors Degree equal to	four years of relaven
experience. Ma	sters Degree equal to six year	ars of relavent expe	rience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
SERVICE	Functional	MINIMUM EDUCATION/		
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
IT Analyst II	Provides technical and	Bachelor's	3 Years	Possesses and
	administrative direction	Degree in a		applies expertise or
	for tasks, including	related field.		multiple complex
	review of work products			work assignments.
	for correctness,			Assignments may b
	compliance with industry			broad in nature,
	accepted standards,			requiring originality
	policies, and user			and innovation in
	standards specified in			determining how to
	specific TOs. Ensures			accomplish tasks.
	problem resolution and			Operates with
	customer satisfaction.			appreciable latitude
	Provides technical and			in developing
	administrative guidance and/or direction for			methodology and presenting solutions
	technical personnel			to problems.
	performing on a task			Contributes to
	order. Provides technical			deliverables and
	and administrative			performance metric
	direction for tasks,			where applicable.
	including review of work			
	products for correctness			
	and compliance with			
	industry accepted			
	standards.			
IT Analyst III	Provides technical and	Bachelor's	5 Years	Possesses and
	administrative direction	Degree in a		applies a
	for tasks, including	related field.		comprehensive
	review of work products			knowledge across
	for correctness,			key tasks and high
	compliance with industry			impact assignments
	accepted standards,			Plans and leads
	policies, and user			major technology
	standards specified in specific TOs. Ensures			assignments. Evaluates
	problem resolution and			performance results
	customer satisfaction.			and recommends
	Provides technical and			major changes
	administrative guidance			affecting short-term
	and/or direction for			project growth and
	technical personnel			success. Functions
	performing on a task			as a technical expe
	order. Provides technical			across multiple
	and administrative			project assignments
	direction for tasks,			May supervise
	including review of work			others.
	products for correctness			
	and compliance with			
	industry accepted			
IT Analyst V	standards. Provides technical and	Bachelor's	10 Years	Performs expert,
	administrative direction	Degree in a	10 10010	independent
	for tasks, including	related field.		services and
	review of work products			leadership in
				· · · · · · · · · · · · · · · · · · ·

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	-	rience Substitution		
ociates Degree	e equal to two years relevant	experience. Bache	lors Degree equal to	four years of relaver
experience. Ma	sters Degree equal to six yea	ars of relavent expe	erience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
SERVICE	Functional	MINIMUM EDUCATION/		
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
-	for correctness,			specialized
	compliance with industry			technical/functiona
	accepted standards,			areas (e.g.,
	policies, and user			Contingency and
	standards specified in			Disaster Recovery
	specific TOs. Ensures			Business Process
	problem resolution and			Reengineering).
	customer satisfaction.			Conducts high-leve
	Provides technical and			systems analysis o
	administrative guidance			functional area and
	and/or direction for			formulates an
	technical personnel			effective strategy for
	performing on a task			accomplishing
	order. Provides technical			objectives that will
	and administrative			overall performance
	direction for tasks,			and efficiency.
	including review of work			Develops
	products for correctness			technical/functiona
	and compliance with			architectures and
	industry accepted			functional
	standards.			specifications.
	standards.			Provides expertise
				and assistance in
				state-of-the-art
				software and
				hardware or area o specialization.
				Analyzes user need
				to determine
				functional and cross
				functional
				requirements.
				Performs functiona
				allocation to identif
				required tasks and
				their
				interrelationships.
				Identifies resources
				required for each
				task. Provides
				technical/managem
				nt leadership on
				major tasks or
				technology
				assignments.
				Establishes goals
				and plans that mee
				project objectives.
				Has domain and
				expert technical
				knowledge. Directs
				and controls
				activities for a clien
			1	having overall

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	-	rience Substitution		
	qual to two years relevant			
experience. Mast	ers Degree equal to six yea		erience. Phd Degree e	equal to 8 years of
	reia	avent experience.		
	Functional	MINIMUM		
SERVICE	Functional	EDUCATION/		Kin ovulo davo /Olvill
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
				responsibility for financial
				management, methods, and
				staffing to ensure
				that technical
				requirements are
				met. Interactions
				involve client
				negotiations and
				interfacing with
				senior management
				Decision making an
				domain knowledge
				may have a critical
				impact on overall
				project
				implementation.
				May supervise
				others.
Network Architect I	Responsible for	Associate's	1 Year	Applies fundamenta
	gathering and analyzing	Degree in a		concepts,
	network communications	related field.		processes,
	requirements (voice &			practices, and
	data). Examines and			procedures on
	assesses existing			technical
	voice/data			assignments.
	communications			Performs work that
	infrastructure. Architects			requires practical
	integrated network			experience and
	solutions – properly			training. Work is
	integrating solutions with the core network.			performed under
	Prepares detailed design			supervision.
	specifications			
	implementing the			
	developed architectures.			
	Provides advice and			
	assistance as necessary			
	during implementation			
	efforts. Can serve as			
	Task/Team Leader			
	Project Management role			
	on certain engagements.			
	May diagnose and			
	resolve Tier III voice/data			
	communication network			
	problems. Provides			
	information systems			
	strategies and			
	implementation planning			
	services. Evaluates and			
	recommends technical,			
	management and			1

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Experience Substitution					
Associates Degree e	qual to two years relevant	experience. Bachel	ors Degree equal to	four years of relaver	
	ers Degree equal to six yea				
•		avent experience.	-		
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
Thie/Tusky	financial approaches to			Description	
	implementation of				
	specific information				
	technologies or				
	networks.				
Network Architect III		Bachelor's	5 Years	Baaaaaaa and	
velwork Archilect III	Responsible for		5 Years	Possesses and	
	gathering and analyzing	Degree in a		applies a	
	network communications	related field.		comprehensive	
	requirements (voice &			knowledge across	
	data). Examines and			key tasks and hig	
	assesses existing			impact assignment	
	voice/data			Plans and leads	
	communications			major technology	
	infrastructure. Architects			assignments.	
	integrated network			Evaluates	
	solutions – properly			performance result	
	integrating solutions with			and recommends	
	the core network.			major changes	
	Prepares detailed design			affecting short-terr	
	specifications			project growth and	
	implementing the			success. Function	
	developed architectures.			as a technical expe	
	Provides advice and			across multiple	
	assistance as necessary			project assignment	
	during implementation			May supervise	
	efforts. Can serve as			others.	
	Task/Team Leader				
	Project Management role				
	on certain engagements.				
	May diagnose and				
	resolve Tier III voice/data				
	communication network				
	problems. Provides				
	information systems				
	strategies and				
	implementation planning				
	services. Evaluates and				
	recommends technical,				
	,				
	management and				
	financial approaches to				
	implementation of				
	specific information				
	technologies or				
	networks.			<u> </u>	
Network Architect IV	Responsible for	Bachelor's	7 Years	Provides	
	gathering and analyzing	Degree in a		technical/managen	
	network communications	related field.		nt leadership on	
	requirements (voice &			major tasks or	
	data). Examines and			technology	
	assesses existing			assignments.	
	voice/data			Establishes goals	
	communications			and plans that mee	
	infrastructure. Architects			project objectives.	
	integrated network			Has domain and	

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	equal to two years relevant ters Degree equal to six yea		lors Degree equal to	
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description
	solutions – properly integrating solutions with the core network. Prepares detailed design specifications implementing the developed architectures. Provides advice and assistance as necessary during implementation efforts. Can serve as Task/Team Leader Project Management role on certain engagements. May diagnose and resolve Tier III voice/data communication network problems. Provides information systems strategies and implementation planning services. Evaluates and recommends technical, management and financial approaches to implementation of specific information technologies or networks.			expert technical knowledge. Directs and controls activities for a client having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management Decision making an domain knowledge may have a critical impact on overall project implementation. Acts as a senior consultant in complex or mission critical client requirements. Develops, modifies and applies computer modeling anplications to analyze and solve mathematical and scientific problems affecting system and program performance. Participates in all phases of scientific and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation May supervise others.
Network Architect V	Responsible for gathering and analyzing network communications requirements (voice &	Bachelor's Degree in a related field.	10 Years	Performs expert, independent services and leadership in

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	-	rience Substitution		
	e equal to two years relevant			
experience. Ma	sters Degree equal to six yea		rience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	data). Examines and			specialized
	assesses existing			technical/functiona
	voice/data			areas (e.g.,
	communications			Contingency and
	infrastructure. Architects			Disaster Recovery
	integrated network			Business Process
	solutions – properly			Reengineering).
	integrating solutions with			Conducts high-leve
	the core network.			systems analysis o
	Prepares detailed design			functional area an
	specifications			formulates an
	implementing the			effective strategy fo
	developed architectures.			accomplishing
	Provides advice and			objectives that will
	assistance as necessary			overall performanc
	during implementation efforts. Can serve as			and efficiency.
	Task/Team Leader			Develops technical/functiona
	Project Management role			architectures and
	on certain engagements.			functional
	May diagnose and			specifications.
	resolve Tier III voice/data			Provides expertise
	communication network			and assistance in
	problems. Provides			state-of-the-art
	information systems			software and
	strategies and			hardware or area o
	implementation planning			specialization.
	services. Evaluates and			Analyzes user need
	recommends technical,			to determine
	management and			functional and cros
	financial approaches to			functional
	implementation of			requirements.
	specific information			Performs functiona
	technologies or			allocation to identif
	networks.			required tasks and
				their
				interrelationships.
				Identifies resource
				required for each
				task. Provides
				technical/managen
				nt leadership on
				major tasks or
				technology
				assignments.
				Establishes goals
				and plans that mee
				project objectives
				Has domain and
				expert technical
				knowledge. Direct
				and controls
				activities for a clien
				having overall

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Accordates Desires		rience Substitution		four voore of volove-
	equal to two years relevant ters Degree equal to six yea			
		avent experience.	nemeel i na Degree e	iqual to o youro or
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description
				responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management Decision making and domain knowledge may have a critical impact on overall project implementation.
Network Manager II	Assists management in the operation of networks and/or security systems. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN/WAN. Assists in the operation of all eMail and Client/Server software and network operations. Assists with designing quality metric disciplines. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software/hardware problems and submits findings to management officials. Assists with troubleshooting intra- system telecommunications and/or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all	Bachelor's Degree in a related field.	3 Years	May supervise others. Possesses and applies expertise or multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

	Expe	rience Substitution				
Associates Degree e	qual to two years relevant			four years of relaven		
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.						
			0			
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
	and supplies. Submits			200011011011		
	recommendations					
	relative to the					
	identification of supplies,					
	equipment and furniture.					
	Schedules or performs					
	the repair and/or					
	replacement of defective					
	information technology					
	equipment.					
Network Manager III	Assists management in	Bachelor's	5 Years	Possesses and		
	the operation of networks	Degree in a	5 / 54/5	applies a		
	and/or security systems.	related field.		comprehensive		
	Must stay current with			knowledge across		
	latest developments in			key tasks and high		
	network, security, and			impact assignments		
	other LAN technology.			Plans and leads		
	Assists with hardware			major technology		
	and software trouble			assignments.		
	shooting for the			Evaluates		
	LAN/WAN. Assists in the			performance results		
	operation of all eMail and			and recommends		
	Client/Server software			major changes		
	and network operations.			affecting short-term		
	Assists with designing			project growth and		
	quality metric disciplines.			success. Functions		
	Assists with the			as a technical expe		
	analyzing, evaluation,			across multiple		
	and testing of			project assignments		
	software/hardware			May supervise		
	problems and submits			others.		
	findings to management					
	officials. Assists with					
	troubleshooting intra-					
	system					
	telecommunications					
	_and/or security.					
	Resolves hardware					
	problems. Schedules or					
	provides training in the					
	use of automation					
	equipment for the office.					
	Maintains inventory of all					
	data center equipment					
	and supplies. Submits					
	recommendations					
	relative to the					
	identification of supplies,					
	equipment and furniture.					
	Schedules or performs					
	the repair and/or					
	replacement of defective					
	information technology					
	equipment.	I				

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	-	rience Substitution				
	qual to two years relevant					
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of						
relavent experience.						
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
twork Manager IV	Assists management in	Bachelor's	7 Years	Provides		
C C	the operation of networks	Degree in a		technical/managem		
	and/or security systems.	related field.		nt leadership on		
	Must stay current with			major tasks or		
	latest developments in			technology		
	network, security, and			assignments.		
	other LAN technology.			Establishes goals		
	Assists with hardware			and plans that mee		
	and software trouble			project objectives.		
	shooting for the			Has domain and		
	LAN/WAN. Assists in the			expert technical		
	operation of all eMail and			knowledge. Directs		
	Client/Server software			and controls		
	and network operations.			activities for a clien		
	Assists with designing			having overall		
	quality metric disciplines.			responsibility for		
	Assists with the			financial		
	analyzing, evaluation,			management,		
	and testing of			methods, and		
	software/hardware			staffing to ensure		
	problems and submits			that technical		
	findings to management			requirements are		
	officials. Assists with			met. Interactions		
	troubleshooting intra-			involve client		
	system			negotiations and		
	telecommunications			interfacing with		
	and/or security.			senior managemen		
	Resolves hardware			Decision making an		
	problems. Schedules or			domain knowledge		
	provides training in the			may have a critical		
	use of automation			impact on overall		
	equipment for the office.			project		
	Maintains inventory of all			implementation.		
	, i i i i i i i i i i i i i i i i i i i			,		
	data center equipment			Acts as a senior		
	and supplies. Submits recommendations			consultant in complex or missior		
	relative to the			critical client		
				requirements.		
	identification of supplies,			· · ·		
	equipment and furniture.			Develops, modifies		
	Schedules or performs			and applies		
	the repair and/or			computer modeling		
	replacement of defective			and programming		
	information technology			applications to		
	equipment.			analyze and solve		
				mathematical and		
				scientific problems		
				affecting system an		
				program		
				performance.		
				Participates in all		
				phases of scientific		
				and engineering		
				projects such as		
		1		research, design,		

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		rience Substitution		-
	qual to two years relevant			
experience. Maste	ers Degree equal to six yea		erience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
				development,
				testing, modeling,
				simulating, training
				and documentation
				May supervise
				others.
Network Specialist II	Responsible for the	Bachelor's	3 Years	Possesses and
	development and	Degree in a		applies expertise of
	maintenance of local	related field.		multiple complex
	area, wide area, and			work assignments
	intra-networks, including			Assignments may b
	hardware and software			broad in nature,
	systems required to support facility			requiring originality and innovation in
	operations. Establishes			determining how to
	related practices and			accomplish tasks.
	standards to conform to			Operates with
	the customer's overall			appreciable latitude
	information systems			in developing
	policies, goals, and			methodology and
	procedures. Studies and			presenting solution
	, projects resource			to problems.
	requirements, including			Contributes to
	personnel, software,			deliverables and
	equipment, and facilities;			performance metric
	makes recommendations			where applicable.
	to management.			
	Maintains currency in			
	new developments and			
	technology. Provides for			
	training of customer staff			
Natwork Spacialist	and end users. Responsible for the	Bachelor's	5 Years	Decessor and
Network Specialist III	development and	Degree in a	5 rears	Possesses and
	maintenance of local	related field.		applies a comprehensive
	area, wide area, and	Telated Held.		knowledge across
	intra-networks, including			key tasks and high
	hardware and software			impact assignments
	systems required to			Plans and leads
	support facility			major technology
	operations. Establishes			assignments.
	related practices and			Evaluates
	standards to conform to			performance result
	the customer's overall			and recommends
	information systems			major changes
	policies, goals, and			affecting short-tern
	procedures. Studies and			project growth and
	projects resource			success. Functions
	requirements, including			as a technical expe
	personnel, software,			across multiple
	equipment, and facilities;			project assignment
	makes recommendations			May supervise
	to management.	1	1	others.

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Experience Substitution ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaver experience. Masters Degree equal to six years of relevant experience. Phd Degree equal to 8 years of					
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description	
	new developments and technology. Provides for training of customer staff and end users.				
Systems Administrator III	Performs daily activities including configuration and operation of business systems that may be mainframe, mini, or client/server based. Optimizes system operation and resource utilization, and performs system capacity analysis. Provides assistance to users in accessing and using business systems.	Bachelor's Degree in a related field.	5 Years	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance result and recommends major changes affecting short-term project growth and success. Functions as a technical expe across multiple project assignments May supervise others.	
Systems Engineer II	Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated IT solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and/operational frameworks for new systems ranging from conducting feasibility studies to post- implementation evaluation and maintenance. Systems Engineers also provide	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise of multiple complex work assignments. Assignments may b broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metric where applicable.	

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Experience Substitution ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience. MINIMUM										
						SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description
						The Tusky	internal systems and			Description
							software.			
Program Manager II	Responsible for	Bachelor's	3 Years	Possesses and						
Program Manager II	programs or significant segment of a complex hardware, software and/or systems integration programs. Leads team on programs or significant segment of complex information technology programs. Translate customer requirements into formal agreements and plans to culminate in customer acceptance of results or have acceptance in the targeted market, while meeting business objectives. Works with client to identify business requirements and develops the proposal. Subsequently leads a team in the initiating, planning, controlling, executing, and closing tasks of a program to produce the solution deliverable. Executes a wide range of process activities beginning with the request for proposal through development,	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise or multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.						
	test and final delivery. Formulates partnerships between customer, suppliers and									
	staff. Anticipates potential program related problems. Utilizes									
	refined techniques for identifying, eliminating or mitigating solution, program and business									
	risk. Understands customer, industry and business trends. Applies									

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Experience Substitution										
Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaver experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience. MINIMUM										
						SERVICE	Functional	EDUCATION/		
						(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description						
	meet program objectives.			200011011						
	Analyzes information and									
	situations and implement									
	actions, independently									
	and or through the									
	management team to									
	ensure information									
	technology program									
	objectives are									
	met. Analyzes new and									
	complex program related									
	problems and creates									
	innovative solutions									
	involving finance,									
	scheduling, technology,									
	methodology, tools, and									
	solution components.									
rogram Manager III	Responsible for	Bachelor's	5 Years	Possesses and						
	programs or significant	Degree in a		applies a						
	segment of a complex	related field.		comprehensive						
	hardware, software			knowledge across						
	and/or systems			key tasks and high						
	integration			impact assignment						
	programs. Leads team			Plans and leads						
	on programs or			major technology						
	significant segment of			assignments.						
	complex information			Evaluates						
	technology			performance result						
	programs. Translate			and recommends						
	customer requirements			major changes						
	into formal agreements			affecting short-terr						
	and plans to culminate in			project growth and						
	customer acceptance of			success. Function						
	results or have			as a technical expe						
	acceptance in the			across multiple						
	targeted market, while			project assignment						
	meeting business			May supervise						
	objectives. Works with			others.						
	client to identify business									
	requirements and									
	develops the proposal.									
	Subsequently leads a									
	team in the initiating,									
	planning, controlling,									
	executing, and closing									
	tasks of a program or									
	segment of a program to									
	produce the solution									
	deliverable. Executes a									
	wide range of process									
	activities beginning with									
	the request for proposal									
	through development,									
	test and final	1								

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Experience Substitution ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaver					
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION I EVEI	MINIMUM YEARS	Knowledge/Skill	
<u>Title/Task)</u>	Descriptiondelivery. Formulates partnerships between customer, suppliers and staff. Anticipates potential program related problems. Utilizes refined techniques for identifying, eliminating or mitigating solution, program and business risk. Understands customer, industry and business trends. Applies this understanding to meet program objectives. Analyzes information and situations and implement actions, independently and or through the management team to ensure information technology program objectives are met. Analyzes new and complex program related 	LEVEL	OF EXPERIENCE	Description	
Project Manager II	solution components.Responsible for allaspects of a project (e.g.,technical (hardware,software and/or systemsintegration), contractual,administrative, financial).Represents theCompany and interfaceswith the customer toensure conformity tocontractual obligations.Maintains technical(hardware, softwareand/or systemsintegration) and financialreports to show progressof projects to Companymanagement and thecustomer; organizes allInformation Technologyproject work and assignsresponsibilities to	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise of multiple complex work assignments. Assignments may b broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metric where applicable.	

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Experience Substitution ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaver experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of						
Service Minimum SERVICE Functional						
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
	quality assurance for all information technology project activity; and oversees the successful					
	completion of all					
Applications Systems Analyst I	assigned tasks. Formulates/defines application/system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents applications and systems. May provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages.	Associate's Degree in a related field.	1 Year	Applies fundamenta concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.		

Experience Substitution Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.										
						SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description
						•	systems programming			•
	and analysis. Evaluates									
	new and existing system,									
	hardware and/or									
Applications		Bachelor's	3 Years	Possesses and						
Applications Systems Analyst II	software products. Formulates/defines application/system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents applications and systems. May provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise or multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.						
	mathematical/scientific									
	software packages.									
	Assists all phases of systems programming									

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Experience Substitution Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description	
	and analysis. Evaluates new and existing system, hardware and/or				
Applications Systems Analyst III	software products. Formulates/defines application/system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for programs and/or systems. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure application/system designs meet business requirements. Formulates/defines specifications for complex applications/systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents applications and systems. May provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Assists all phases of systems programming	Bachelor's Degree in a related field.	5 Years	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance result and recommends major changes affecting short-term project growth and success. Functions as a technical expe across multiple project assignments May supervise others.	

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	_	rience Substitution				
ssociates Degree	equal to two years relevant	experience. Bachel	lors Degree equal to	four years of relaven		
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of						
relavent experience.						
SERVICE	Functional	MINIMUM EDUCATION/				
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description		
,	new and existing system,			•		
	hardware and/or					
	software products.					
Computer	Designs, develops,	Bachelor's	7 Years	Provides		
Programmer IV	enhances, debugs, and	Degree in a		technical/managem		
0	implements software.	related field.		nt leadership on		
	Troubleshoots problems			major tasks or		
	related to software			technology		
	applications.			assignments.		
	Researches, tests,			Establishes goals		
	builds, and coordinates			and plans that mee		
	the conversion and/or			project objectives.		
	integration of new			Has domain and		
	products based on client			expert technical		
	requirements. Designs			knowledge. Directs		
	and develops new			and controls		
	software products or			activities for a client		
	major enhancements to			having overall		
	existing software.			responsibility for		
	Addresses problems of			financial		
	systems integration,			management,		
	compatibility, and			methods, and		
	multiple platforms.			staffing to ensure		
	Consults with project			that technical		
	teams and end users to			requirements are		
	identify application			met. Interactions		
	requirements. Performs			involve client		
	feasibility analysis on			negotiations and		
	potential future projects			interfacing with		
	to management. Assists			senior managemen		
	in the evaluation and			Decision making an		
	recommendation of			domain knowledge		
	application software			may have a critical		
	packages, application integration and testing			impact on overall		
	tools. Resolves problems			project implementation.		
	with software and			Acts as a senior		
	responds to suggestions			consultant in		
	for improvements and			complex or mission		
	enhancements.			critical client		
	Participates in			requirements.		
	development of software			Develops, modifies		
	user manuals.			and applies		
				computer modeling		
				and programming		
				applications to		
				analyze and solve		
				mathematical and		
				scientific problems		
				affecting system an		
				program		
				performance.		
				Participates in all		
				phases of scientific		
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	-	rience Substitution		
	equal to two years relevant			
experience. Mas	ters Degree equal to six yea		erience. Pha Degree e	equal to 8 years of
	196	avent experience. MINIMUM		
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position	EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill
The Task	Description		OF EXPERIENCE	Description
				and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation May supervise
				others.
Systems Analyst I	Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates/defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages.	Associate's Degree in a related field.	1 Year	Applies fundamenta concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.

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Experience Substitution						
	equal to two years relevant	experience. Bachel	lors Degree equal to			
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.						
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
	Evaluates new and existing system, hardware and/or software products.					
Systems Analyst II	Formulates/defines system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and/or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates/defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical/scientific software packages. Evaluates new and existing system, hardware and/or software products.	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.		

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	Expe	rience Substitution	1				
	equal to two years relevant	experience. Bachel	lors Degree equal to				
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of							
relavent experience. MINIMUM							
SERVICE	Functional	EDUCATION/					
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill			
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description			
Systems Analyst III	Formulates/defines	Bachelor's	5 Years	Possesses and			
	system scope and	Degree in a		applies a			
	objectives. Devises or	related field.		comprehensive			
	modifies procedures to solve complex problems			knowledge across key tasks and high			
	considering computer			impact assignments.			
	equipment capacity and			Plans and leads			
	limitations, operating			major technology			
	time, and form of desired			assignments.			
	results. Prepares			Evaluates			
	detailed specifications for			performance results			
	systems and/or			and recommends			
	programs. Assists in the			major changes			
	design, development,			affecting short-term			
	testing, implementation,			project growth and			
	and documentation of new software and			success. Functions as a technical expe			
	enhancements of			across multiple			
	existing applications.			project assignments			
	Works with project			May supervise			
	managers, developers,			others.			
	and end users to ensure						
	system designs meet						
	business requirements.						
	Formulates/defines						
	specifications for complex systems using						
	engineering releases and						
	utilities from the						
	manufacturer. Designs,						
	codes, tests, debugs,						
	and documents						
	programs and systems.						
	Provides overall						
	operating system						
	support, such as						
	sophisticated file maintenance routines,						
	large						
	telecommunications						
	networks, computer						
	accounting, and						
	advanced						
	mathematical/scientific						
	software packages.						
	Evaluates new and						
	existing system,						
	hardware and/or						
	software products.			1			

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aggiatas Doore -	_	rience Substitution		four yoors of releves	
	equal to two years relevant				
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
stems Analyst IV	Formulates/defines	Bachelor's	7 Years	Provides	
	system scope and	Degree in a	, rouro	technical/managem	
	objectives. Devises or	related field.		nt leadership on	
	modifies procedures to	Tolatoù holu.		major tasks or	
	solve complex problems			technology	
	considering computer			assignments.	
	equipment capacity and			Establishes goals	
	limitations, operating			and plans that mee	
	time, and form of desired			project objectives.	
	results. Prepares			Has domain and	
	detailed specifications for			expert technical	
	systems and/or			knowledge. Directs	
	programs. Assists in the			and controls	
	design, development,			activities for a client	
	testing, implementation,			having overall	
	and documentation of			responsibility for	
	new software and			financial	
	enhancements of			management,	
	existing applications.			methods, and	
	Works with project			staffing to ensure	
	managers, developers,			that technical	
	and end users to ensure			requirements are	
	system designs meet			met. Interactions	
	business requirements.			involve client	
	Formulates/defines			negotiations and	
	specifications for			interfacing with	
	complex systems using			senior managemen	
	engineering releases and			Decision making an	
	utilities from the			domain knowledge	
	manufacturer. Designs,			may have a critical	
	codes, tests, debugs,			impact on overall	
	and documents			project	
	programs and systems.			implementation.	
	Provides overall			Acts as a senior	
	operating system			consultant in	
	support, such as			complex or missior	
	sophisticated file				
				critical client	
	maintenance routines,			requirements.	
	large			Develops, modifies	
	telecommunications			and applies	
	networks, computer			computer modeling	
	accounting, and			and programming	
	advanced			applications to	
	mathematical/scientific			analyze and solve	
	software packages.			mathematical and	
	Evaluates new and			scientific problems	
	existing system,			affecting system an	
	hardware and/or			program	
	software products.			performance.	
	sonware products.			Participates in all	
				phases of scientific	
				and engineering	
				projects such as	
		1		research, design,	

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	Ехре	rience Substitution			
Associates Degree e	equal to two years relevant	experience. Bachel	lors Degree equal to f	four years of relaven	
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
		avent experience.		· · · · · · · · · · · · · · · · · · ·	
		MINIMUM			
SEDVICE	Functional				
SERVICE		EDUCATION/		Karavala dava (Olsill	
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
				development,	
				testing, modeling,	
				simulating, training	
				and documentation	
				May supervise	
				others.	
Systems Analyst V	Formulates/defines	Bachelor's	10 Years	Performs expert,	
-,	system scope and	Degree in a		independent	
	objectives. Devises or	related field.		services and	
	modifies procedures to			leadership in	
				-	
	solve complex problems			specialized	
	considering computer			technical/functiona	
	equipment capacity and			areas (e.g.,	
	limitations, operating			Contingency and	
	time, and form of desired			Disaster Recovery	
	results. Prepares			Business Process	
	detailed specifications for			Reengineering).	
	systems and/or			Conducts high-leve	
	programs. Assists in the			systems analysis o	
	design, development,			functional area and	
	testing, implementation,			formulates an	
	and documentation of			effective strategy for	
	new software and			accomplishing	
	enhancements of			objectives that will	
	existing applications.			overall performance	
	Works with project			and efficiency.	
	managers, developers,			Develops	
	and end users to ensure			technical/functiona	
	system designs meet			architectures and	
	business requirements.			functional	
	Formulates/defines			specifications.	
	specifications for			Provides expertise	
	complex systems using			and assistance in	
	engineering releases and			state-of-the-art	
	utilities from the			software and	
	manufacturer. Designs,			hardware or area o	
	codes, tests, debugs,			specialization.	
	and documents			Analyzes user need	
	programs and systems.			to determine	
	Provides overall			functional and cross	
	operating system			functional	
	support, such as			requirements.	
	sophisticated file			Performs functiona	
	maintenance routines,			allocation to identify	
	large			required tasks and	
	telecommunications			their	
	networks, computer			interrelationships.	
	accounting, and			Identifies resources	
	advanced			required for each	
	mathematical/scientific			task. Provides	
				technical/managem	
	software packages.				
	Evaluates new and			nt leadership on	
	existing system,			major tasks or	
				technology	

	equal to two years relevant	Experience Substitution ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of				
•		avent experience.	Ŭ	, ,		
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
	hardware and/or software products.			assignments. Establishes goals and plans that mee project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior managemen Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others.		
Access & Usability Engineer Analyst II	Plan, conduct, and follow through to completion analyses and evaluations of various information technology systems, platforms, or architectures across the organization's enterprise. Lead or plan and perform IV&V testing and recommendations for remediation of problems with the constituent and interrelated system components. Research and plan ahead for the selection of assistive technology (AT) and automated validation and system-wide monitoring tools and for their integration and adoption into the system or	Bachelor's Degree in a related field.	3 Years	Possesses and applies expertise of multiple complex work assignments. Assignments may b broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metric where applicable.		

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	Expe	rience Substitution	1			
	equal to two years relevant					
experience. Mas	experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
	reia	avent experience. MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
	Monitor advances in IT,					
	AT, and related customer					
	needs, and plan, project					
	future needs and					
	possible solutions,					
	advise, and act					
	accordingly, including					
	communicating with and					
	making					
	recommendations.					
	Employ knowledge of					
	enterprise architecture,					
	accessibility and usability					
	standards, and of the					
	individual behaviors and					
	interoperability between					
	the given AT and system					
	and subsystem hardware and software					
	components when					
	planning and performing					
	these analyses and					
	evaluations and making					
	recommendations and					
	projections. Document					
	plans, analyses,					
	evaluation results.					
	recommendations, and					
	projections, for record					
	keeping and customers.					
	Lead or install, configure,					
	test, and troubleshoot					
	problems with required					
	hardware or software.					
	Throughout this process,					
	educate customers and					
	ensure quality customer					
	service and					
	conformance.					

	Expe	rience Substitution	1					
	equal to two years relevant							
experience. Mast	experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of							
	rela	avent experience.						
0551/05		MINIMUM						
SERVICE	Functional	EDUCATION/						
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill				
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description				
Access & Usability	Plan, conduct, and follow	Bachelor's	3 Years	Possesses and				
Test Engineer II	through to completion	Degree in a		applies expertise on				
	analyses and evaluations	related field.		multiple complex				
	of, including IV&V testing			work assignments.				
	and recommendations			Assignments may be				
	for remediation of			broad in nature,				
	problems with, web-			requiring originality				
	based and non-web-			and innovation in				
	based software and			determining how to				
	content. Select assistive			accomplish tasks.				
	technology (AT) or			Operates with				
	automated validation			appreciable latitude				
	tools, and employ them			in developing				
	in the analyses and			methodology and				
	evaluations. Employ			presenting solutions				
	knowledge of			to problems.				
	accessibility and usability			Contributes to				
	standards and of the			deliverables and				
	individual behaviors and			performance metric				
	interoperability between			where applicable.				
	the given AT and							
	computer hardware and							
	software when planning							
	and performing these							
	analyses and evaluations							
	and making							
	recommendations.							
	Document plans,							
	analyses, evaluation							
	results, and							
	recommendations, for							
	record keeping and							
	customers. Install,							
	configure, test, and							
	troubleshoot problems							
	with required hardware							
	or software. Throughout							
	this process, educate							
	customers and ensure							
	quality customer service							
	and conformance.							

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	_	rience Substitution				
	equal to two years relevant					
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of						
	rela	avent experience.				
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
Quality Assurance	Provides development of	Bachelor's	3 Years	Possesses and		
Specialist II	project Software Quality	Degree in a		applies expertise or		
	Assurance Plan and the	related field.		multiple complex		
	implementation of			work assignments.		
	procedures that			Assignments may b		
	conforms to the			broad in nature,		
	requirements of the contract. Provides an			requiring originality and innovation in		
	independent assessment of how the project's			determining how to		
	systems/software			accomplish tasks. Operates with		
	development process is			appreciable latitude		
	being implemented			in developing		
	relative to the defined			methodology and		
	process and			presenting solutions		
	recommends methods to			to problems.		
	optimize the			Contributes to		
	organization's process.			deliverables and		
	May be responsible for			performance metric		
	all activities involving			where applicable.		
	quality assurance and					
	compliance with					
	applicable regulatory					
	requirements. Conducts					
	audits and					
	reviews/analyzes data					
	and documentation.					
	Develops and					
	implements procedures					
	and test plans for					
	assuring quality in a					
	system development					
	environment which					
	supports large databases					
	and applications.	A - 1 - 1	4.54	Analis		
Test Engineer I	Evaluates, recommends,	Associate's	1 Year	Applies fundamenta		
	and implements	Degree in a		concepts,		
	automated test tools and	related field.		processes,		
	strategies. Designs,			practices, and		
	implements, and conducts test and			procedures on technical		
	evaluation procedures to			assignments.		
	ensure system			Performs work that		
	requirements are met.			requires practical		
	Develops, maintains, and			experience and		
	upgrades automated test			training. Work is		
	scripts and architectures			performed under		
	for application products.			supervision.		
	Also writes, implements,			caper noroni		
	and reports status for					
	system test cases for					
	testing. Analyzes test					
	cases and provides					
	regular progress reports.			1		

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	Experience Substitution Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
	Serves as subject matter specialist providing testing know-how for the support of user requirements of complex to highly complex software/hardware applications. Directs and/or participates in all phases of risk management assessments and software/hardware development with emphasis on analysis of user requirements, test design and test tools selection.					

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	SERVICES PRICELIST SIN 54151S						
SIN	Labor Category	GSA PRICE + IFF Feb 27, 2022 - Feb 26, 2023	GSA PRICE + IFF Feb 27, 2023 - Feb 26, 2024	GSA PRICE + IFF Feb 27, 2026 - Feb 26, 2025	GSA PRICE + IFF Feb 27, 2025 - Feb 26, 2026	GSA PRICE + IFF Feb 27, 2026 – Feb 26, 2027	
54151S	Financial Analyst II	\$95.95	\$97.87	\$99.83	\$101.83	\$103.87	
54151S	Configuration Management Specialist II	\$102.77	\$104.83	\$106.93	\$109.07	\$111.25	
54151S	Configuration Management Specialist III	\$118.41	\$120.78	\$123.20	\$125.66	\$128.17	
54151S	Subject Matter Expert I	\$128.20	\$130.76	\$133.38	\$136.05	\$138.77	
54151S	Subject Matter Expert II	\$138.86	\$141.64	\$144.47	\$147.36	\$150.31	
54151S	Subject Matter Expert III	\$148.05	\$151.01	\$154.03	\$157.11	\$160.25	
54151S	Subject Matter Expert IV	\$154.21	\$157.29	\$160.44	\$163.65	\$166.92	
54151S	Computer Operator II	\$54.51	\$55.60	\$56.71	\$57.84	\$59.00	
54151S	Computer Security Analyst II	\$114.70	\$116.99	\$119.33	\$121.72	\$124.15	
54151S	Information Assurance/Security Specialist II	\$113.09	\$115.35	\$117.66	\$120.01	\$122.41	
54151S	Information Assurance/Security Specialist III	\$128.35	\$130.92	\$133.54	\$136.21	\$138.93	
54151S	Information Specialist II	\$119.07	\$121.45	\$123.88	\$126.36	\$128.89	
54151S	IT Analyst II	\$130.95	\$133.57	\$136.24	\$138.96	\$141.74	
54151S	IT Analyst III	\$138.39	\$141.16	\$143.98	\$146.86	\$149.80	
54151S	IT Analyst V	\$184.47	\$188.16	\$191.92	\$195.76	\$199.68	
54151S	Network Architect I	\$107.55	\$109.70	\$111.89	\$114.13	\$116.41	
54151S	Network Architect III	\$130.01	\$132.61	\$135.26	\$137.97	\$140.73	
54151S	Network Architect IV	\$137.60	\$140.35	\$143.16	\$146.02	\$148.94	
54151S	Network Architect V	\$165.23	\$168.53	\$171.90	\$175.34	\$178.85	
54151S	Network Manager II	\$118.98	\$121.36	\$123.79	\$126.27	\$128.80	
54151S	Network Manager III	\$125.11	\$127.61	\$130.16	\$132.76	\$135.42	
54151S	Network Manager IV	\$133.80	\$136.48	\$139.21	\$141.99	\$144.83	
54151S	Network Specialist II	\$89.61	\$91.40	\$93.23	\$95.09	\$96.99	
54151S	Network Specialist III	\$100.12	\$102.12	\$104.16	\$106.24	\$108.36	
54151S	Systems Administrator III	\$85.28	\$86.99	\$88.73	\$90.50	\$92.31	
54151S	Systems Engineer II	\$112.23	\$114.47	\$116.76	\$119.10	\$121.48	
54151S	Program Manager II	\$148.56	\$151.53	\$154.56	\$157.65	\$160.80	
54151S	Program Manager III	\$173.19	\$176.65	\$180.18	\$183.78	\$187.46	
54151S	Project Manager II	\$148.81	\$151.79	\$154.83	\$157.93	\$161.09	
54151S	Applications Systems Analyst I	\$84.35	\$86.04	\$87.76	\$89.52	\$91.31	
54151S	Applications Systems Analyst II	\$91.91	\$93.75	\$95.63	\$97.54	\$99.49	
54151S	Applications Systems Analyst III	\$109.47	\$111.66	\$113.89	\$116.17	\$118.49	
54151S	Computer Programmer IV	\$138.08	\$140.84	\$143.66	\$146.53	\$149.46	

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				-	-	-
54151S	Systems Analyst I	\$68.13	\$69.49	\$70.88	\$72.30	\$73.75
54151S	Systems Analyst II	\$75.49	\$77.00	\$78.54	\$80.11	\$81.71
54151S	Systems Analyst III	\$80.48	\$82.09	\$83.73	\$85.40	\$87.11
54151S	Systems Analyst IV	\$86.26	\$87.99	\$89.75	\$91.55	\$93.38
54151S	Systems Analyst V	\$100.07	\$102.07	\$104.11	\$106.19	\$108.31
54151S	Access & Usability Engineer Analyst II	\$100.07	\$102.07	\$104.11	\$106.19	\$108.31
54151S	Access & Usability Test Engineer II	\$105.57	\$107.68	\$109.83	\$112.03	\$114.27
54151S	Quality Assurance Specialist II	\$92.63	\$94.48	\$96.37	\$98.30	\$100.27
54151S	Test Engineer I	\$82.27	\$83.92	\$85.60	\$87.31	\$89.06

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TERMS AND CONDITIONS APPLICABLE TO HIGHLY ADAPTIVE CYBERSECURITY SERVICES (HACS) (SPECIAL ITEM NUMBER 54151HACS)

Vendor suitability for offering services through the Highly Adaptive Cybersecurity Services (HACS) SIN must be in accordance with the following laws and standards when applicable to the specific task orders, including but not limited to:

• Federal Acquisition Regulation (FAR) Part 52.204-21

• **0MB Memorandum M-06-19** - Reporting Incidents Involving Personally Identifiable Information and Incorporating the Cost for Security in Agency Information Technology Investments

• **0MB Memorandum M -07-16** - Safeguarding Against and Responding to the Breach of Personally Identifiable Information

• **0MB Memorandum M-16-03** - Fiscal Year 2015-2016 Guidance on Federal Information Security and Privacy Management Requirements

• 0MB Memorandum M-16-04 - Cybersecurity Implementation Plan (CSIP) for Federal Civilian Government

• The Cybersecurity National Action Plan (CNAP)

• NIST SP 800-14 - Generally Accepted Principles and Practices for Securing Information Technology Systems

• NIST SP 800-27A - Engineering Principles for Information Technology Security (A Baseline for Achieving Security)

• NIST SP 800-30 - Guide for Conducting Risk Assessments

• NIST SP 800-35 - Guide to Information Technology Security Services

• NIST SP 800-37 - Guide for Applying the Risk Management Framework to Federal Information Systems: A Security Life Cycle Approach

• NIST SP 800-39 - Managing Information Security Risk: Organization, Mission, and Information System View

• NIST SP 800-44 - Guidelines on Securing Public Web Servers

• NIST SP 800-48 - Guide to Securing Legacy IEEE 802.11 Wireless Networks

• NIST SP 800-53 - Security and Privacy Controls for Federal Information Systems and Organizations

• NIST SP 800-61 - Computer Security Incident Handling Guide

• NIST SP 800-64 - Security Considerations in the System Development Life Cycle

• NIST SP 800-82 - Guide to Industrial Control Systems (ICS) Security

• NIST SP 800-86 - Guide to Integrating Forensic Techniques into Incident Response

• NIST SP 800-115 - Technical Guide to Information Security Testing and Assessment

• NIST SP 800-128 - Guide for Security-Focused Configuration Management Information Systems

• NIST SP 800-137 - Information Security Continuous Monitoring (ISCM) for Federal Information Systems and Organizations

• NIST SP 800-153 - Guidelines for Securing Wireless Local Area Networks (WLANs)

• NIST SP 800-171 - Protecting Controlled Unclassified Information in non-federal Information Systems and Organizations

****NOTE: All non-professional labor categories must be incidental to, and used solely to support Highly Adaptive Cybersecurity Services, and cannot be purchased separately.

****NOTE: All labor categories under the Special Item Number 54151S - 54151S Information Technology Professional Services may remain under SIN 54151S unless the labor categories are specific to the Highly Adaptive Cybersecurity Services SINs.

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1. SCOPE

a. The labor categories, prices, terms and conditions stated under Special Item Numbers 54151HACS - 54151HACS Highly Adaptive Cybersecurity Services (HACS) apply exclusively to High Adaptive Cybersecurity Services (HACS) within the scope of this Information Technology Schedule. **ALL HACS subcategories are included on this contract.**

b. Services under these SINs are limited to Highly Adaptive Cybersecurity Services only. Software and hardware products are under different Special Item Numbers on IT Schedule 70 (e.g. 132-32, 132-33, 132-8), and may be quoted along with services to provide a total solution.

c. These SINs provide ordering activities with access to Highly Adaptive Cybersecurity services only.

d. Highly Adaptive Cybersecurity Services provided under these SINs shall comply with all Cybersecurity certifications and industry standards as applicable pertaining to the type of services as specified by ordering agency.

e. The Contractor shall provide services at the Contractor's facility and/or at the ordering activity location, as agreed to by the Contractor and the ordering activity.

2. PERFORMANCE INCENTIVES I-FSS-60 Performance Incentives (April 2000)

a. Performance incentives may be agreed upon between the Contractor and the ordering activity on individual fixed price orders or Blanket Purchase Agreements under this contract.

b. The ordering activity must establish a maximum performance incentive price for these services and/or total solutions on individual orders or Blanket Purchase Agreements.

c. Incentives should be designed to relate results achieved by the contractor to specified targets. To the maximum extent practicable, ordering activities shall consider establishing incentives where performance is critical to the ordering activity's mission and incentives are likely to motivate the contractor. Incentives shall be based on objectively measurable tasks.

3. ORDER

a. Agencies may use written orders, EDI orders, blanket purchase agreements, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Agreements shall not extend beyond the end of the contract period; all services and delivery shall be made and the contract terms and conditions shall continue in effect until the completion of the order. Orders for tasks which extend beyond the fiscal year for which funds are available shall include FAR 52.232-19 (Deviation – May 2003) Availability of Funds for the Next Fiscal Year. The purchase order shall specify the availability of funds and the period for which funds are available.

b. All task orders are subject to the terms and conditions of the contract. In the event of conflict between a task order and the contract, the contract will take precedence.

4. PERFORMANCE OF SERVICES

a. The Contractor shall commence performance of services on the date agreed to by the Contractor and the ordering activity.

b. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering activity.

c. The ordering activity should include the criteria for satisfactory completion for each task in the Statement of Work or Delivery Order. Services shall be completed in a good and workmanlike manner.

d. Any Contractor travel required in the performance of IT Services must comply with the Federal Travel Regulation or Joint Travel Regulations, as applicable, in effect on the date(s) the travel is performed. Established

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Federal Government per diem rates will apply to all Contractor travel. Contractors cannot use GSA city pair contracts. All travel will be agreed upon with the client prior to the Contractor's travel.

5. STOP-WORK ORDER (FAR 52.242-15) (AUG 1989)

(a) The Contracting Officer may, at any time, by written order to the Contractor, require the Contractor to stop all, or any part, of the work called for by this contract for a period of 90 days after the order is delivered to the Contractor, and for any further period to which the parties may agree. The order shall be specifically identified as a stop-work order issued under this clause. Upon receipt of the order, the Contractor shall immediately comply with its terms and take all reasonable steps to minimize the incurrence of costs allocable to the work covered by the order during the period of work stoppage. Within a period of 90 days after a stop-work is delivered to the Contractor, or within any extension of that period to which the parties shall have agreed, the Contracting Officer shall either-

(1) Cancel the stop-work order; or

(2) Terminate the work covered by the order as provided in the Default, or the Termination for Convenience of the Government, clause of this contract.

(b) If a stop-work order issued under this clause is canceled or the period of the order or any extension thereof expires, the Contractor shall resume work. The Contracting Officer shall make an equitable adjustment in the delivery schedule or contract price, or both, and the contract shall be modified, in writing, accordingly, if-

(1) The stop-work order results in an increase in the time required for, or in the Contractor's cost properly allocable to, the performance of any part of this contract; and

(2) The Contractor asserts its right to the adjustment within 30 days after the end of the period of work stoppage; provided, that, if the Contracting Officer decides the facts justify the action, the Contracting Officer may receive and act upon the claim submitted at any time before final payment under this contract.

(c) If a stop-work order is not canceled and the work covered by the order is terminated for the convenience of the Government, the Contracting Officer shall allow reasonable costs resulting from the stop-work order in arriving at the termination settlement.

(d) If a stop-work order is not canceled and the work covered by the order is terminated for default, the Contracting Officer shall allow, by equitable adjustment or otherwise, reasonable costs resulting from the stop-work order.

6. INSPECTION OF SERVICES

Inspection of services is in accordance with 552.212-4 - CONTRACT TERMS AND CONDITIONS – COMMERCIAL ITEMS (MAY 2015) (ALTERNATE II – JUL 2009) (FAR DEVIATION – JUL 2015) (TAILORED) for Firm-Fixed Price and Time-and-Materials and Labor-Hour Contracts orders placed under this contract.

7. RESPONSIBILITIES OF THE CONTRACTOR

The Contractor shall comply with all laws, ordinances, and regulations (Federal, State, City, or otherwise) covering work of this character. If the end product of a task order is software, then FAR 52.227-14 (MAY 2014) Rights in Data – General, may apply.

The Contractor shall comply with contract clause (52.204-21) to the Federal Acquisition Regulation (FAR) for the basic safeguarding of contractor information systems that process, store, or transmit Federal data received by the contract in performance of the contract. This includes contract documents and all information generated in the performance of the contract.

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8. **RESPONSIBILITIES OF THE ORDERING ACTIVITY**

Subject to the ordering activity's security regulations, the ordering activity shall permit Contractor access to all facilities necessary to perform the requisite Highly Adaptive Cybersecurity Services.

9. INDEPENDENT CONTRACTOR

All Highly Adaptive Cybersecurity Services performed by the Contractor under the terms of this contract shall be as an independent Contractor, and not as an agent or employee of the ordering activity.

10. ORGANIZATIONAL CONFLICTS OF INTEREST

a. Definitions.

"Contractor" means the person, firm, unincorporated association, joint venture, partnership, or corporation that is a party to this contract.

"Contractor and its affiliates" and "Contractor or its affiliates" refers to the Contractor, its chief executives, directors, officers, subsidiaries, affiliates, subcontractors at any tier, and consultants and any joint venture involving the Contractor, any entity into or with which the Contractor subsequently merges or affiliates, or any other successor or assignee of the Contractor.

An "Organizational conflict of interest" exists when the nature of the work to be performed under a proposed ordering activity contract, without some restriction on ordering activities by the Contractor and its affiliates, may either (i) result in an unfair competitive advantage to the Contractor or its affiliates or (ii) impair the Contractor's or its affiliates' objectivity in performing contract work.

b. To avoid an organizational or financial conflict of interest and to avoid prejudicing the best interests of the ordering activity, ordering activities may place restrictions on the Contractors, its affiliates, chief executives, directors, subsidiaries and subcontractors at any tier when placing orders against schedule contracts. Such restrictions shall be consistent with FAR 9.505 and shall be designed to avoid, neutralize, or mitigate organizational conflicts of interest that might otherwise exist in situations related to individual orders placed against the schedule contract. Examples of situations, which may require restrictions, are provided at FAR 9.508.

11. INVOICES

The Contractor, upon completion of the work ordered, shall submit invoices for Highly Adaptive Cybersecurity Services. Progress payments may be authorized by the ordering activity on individual orders if appropriate. Progress payments shall be based upon completion of defined milestones or interim products. Invoices shall be submitted monthly for recurring services performed during the preceding month.

12. PAYMENTS

For firm-fixed price orders the ordering activity shall pay the Contractor, upon submission of proper invoices or vouchers, the prices stipulated in this contract for service rendered and accepted. Progress payments shall be made only when authorized by the order. For time-and-materials orders, the Payments under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to time-and-materials orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2029) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. For labor-hour orders, the Payment under Time-and-Materials and Labor-Hour Contracts at FAR 52.212-4 (MAR 2009) (ALTERNATE I – OCT 2008) (DEVIATION I – FEB 2007) applies to labor-hour orders placed under this contract. 52.216-31(Feb 2007) Time-and-Materials/Labor-Hour Proposal Requirements—Commercial Item Acquisition As prescribed in 16.601(e)(3), insert the following provision:

(a) The Government contemplates award of a Time-and-Materials or Labor-Hour type of contract resulting from this solicitation.

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(b) The offeror must specify fixed hourly rates in its offer that include wages, overhead, general and administrative expenses, and profit. The offeror must specify whether the fixed hourly rate for each labor category applies to labor performed by—

(1) The offeror;

- (2) Subcontractors; and/or
- (3) Divisions, subsidiaries, or affiliates of the offeror under a common control.

13. **RESUMES**

Resumes shall be provided to the GSA Contracting Officer or the user ordering activity upon request.

14. INCIDENTAL SUPPORT COSTS

Incidental support costs are available outside the scope of this contract. The costs will be negotiated separately with the ordering activity in accordance with the guidelines set forth in the FAR.

15. APPROVAL OF SUBCONTRACTS

The ordering activity may require that the Contractor receive, from the ordering activity's Contracting Officer, written consent before placing any subcontract for furnishing any of the work called for in a task order.

16. DESCRIPTION OF HIGHLY ADAPTIVE CYBERSECURITY SERVICES AND PRICING

a. The Contractor shall provide a description of each type of Highly Adaptive Cybersecurity Service offered under Special Item Numbers 54151HACS for Highly Adaptive Cybersecurity Services and it should be presented in the same manner as the Contractor sells to its commercial and other ordering activity customers. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles (labor categories) for those individuals who will perform the service should be provided.

b. Pricing for all Highly Adaptive Cybersecurity Services shall be in accordance with the Contractor's customary commercial practices; e.g., hourly rates, minimum general experience and minimum education.

LABOR CATEGORY DESCRIPTIONS (SIN 54151HACS)

Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.

	rela	avent experience.		
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
HACS Business	Serves as HACS subject	Bachelor's	3	Possesses and
Subject Matter	matter specialist	Degree in a r		applies expertise on
Specialist 1	possessing basic	elated field.		multiple complex
Specialist 1	knowledge of one or			work assignments.
	more business analysis			Assignments may be
	or technical			broad in nature,
	documentation			requiring originality
	specialization areas.			and innovation in
	Marries technical			determining how to
	knowledge and			accomplish tasks.
	background with the			Operates with
	ability to communicate			appreciable latitude
	complex technical			in developing
	concepts and activities to			methodology and
	non-technical individuals			presenting solutions
	utilizing experience			to problems.
	delivering technical			Contributes to
	documentation,			deliverables and
	executive presentations,			performance metrics
	user guides, marketing			where applicable.
	materials, etc. Works			
	independently or with			
	minimal oversight and			
	supervision.			
HACS Business	Serves as HACS subject	Bachelor's	5	Possesses and
Subject Matter	matter specialist	Degree in a		applies expertise on
Specialist 2	possessing moderate	related field.		multiple complex
	knowledge of one or			work assignments.
	more business analysis			Assignments may be
	or technical			broad in nature,
	documentation			requiring originality
	specialization areas.			and innovation in
	Marries technical			determining how to
	knowledge and			accomplish tasks.
	background with the			Operates with
	ability to communicate			appreciable latitude
	complex technical			in developing
	concepts and activities to			methodology and
	non-technical individuals			presenting solutions
	utilizing experience			to problems.
	delivering technical			Contributes to
	documentation,			deliverables and
	executive presentations,			performance metrics
	user guides, marketing			where applicable.
	materials, etc. Works			
	independently or with			
	minimal oversight and			
	supervision.			

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	Expe	rience Substitution	1			
	equal to two years relevant	experience. Bachel	lors Degree equal to			
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.						
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
HACS Business	Serves as HACS subject	Bachelor's	10	Possesses and		
Subject Matter	matter specialist	Degree in a		applies a		
	possessing strong	related field.		comprehensive		
Specialist 3	knowledge of one or	, orace a moral		knowledge across		
	more business analysis			key tasks and high		
	or technical			impact assignments.		
	documentation			Plans and leads		
	specialization areas.			major technology		
	Marries technical			assignments.		
	knowledge and			Evaluates		
	background with the			performance results		
	ability to communicate			and recommends		
	complex technical			major changes		
	concepts and activities to			affecting short-term		
	non-technical individuals			project growth and		
	utilizing experience			success. Functions		
	delivering technical			as a technical exper		
	documentation,			across multiple		
	executive presentations,			project assignments		
	user guides, marketing			May supervise		
	materials, etc. Works			others.		
	independently or with					
	minimal oversight and					
	supervision.					
HACS	Manages the	Associate's	2	Applies fundamenta		
Configuration	coordination and	Degree in a		concepts,		
Manager 1	administration of HACS	related field.		processes,		
Manager 1	configuration			practices, and		
	management activities.			procedures on		
	Formulates procedures			technical		
	for and executes the			assignments.		
	introduction of changes			Performs work that		
	to engineering			requires practical		
	documents. Monitors the			experience and		
	review of released			training. Work is		
	engineering change data			performed under		
	and change			supervision.		
	documentation activities					
	to ensure adherence to					
	configuration					
	management procedures					
	and policies. Ensures					
	projects are completed					
	on time and within					
	budget.			1		

	Experience Substitution sociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven output a situation of the second s					
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.						
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
HACS Configuration Manager 2	Manages the coordination and administration of HACS configuration management activities. Formulates procedures for and executes the introduction of changes to engineering documents. Monitors the review of released engineering change data and change documentation activities to ensure adherence to configuration management procedures and policies. Ensures projects are completed on time and within	Bachelor's Degree in a related field.	4	Possesses and applies expertise or multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.		
HACS Configuration Manager 3	budget. Manages the coordination and administration of HACS configuration management activities. Formulates procedures for and executes the introduction of changes to engineering documents. Monitors the review of released engineering change data and change documentation activities to ensure adherence to configuration management procedures and policies. Ensures projects are completed on time and within budget.	Bachelor's Degree in a related field.	7	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical exper across multiple project assignments May supervise others.		
HACS Data Management Specialist 1	Designs and builds HACS relational databases for data storage or processing. Develops strategies for warehouse implementation, data acquisition, and archive recovery. Cleans and maintains the database by removing and deleting	Bachelor's Degree in a related field.	3	Provides Provides technical/manageme nt leadership on major tasks or technology assignments. Establishes goals and plans that meet project objectives. Has domain and expert technical		

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-	-	rience Substitution		-	
ssociates Degree	e equal to two years relevant	experience. Bachel	lors Degree equal to a	four years of relaven	
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
		MINIMUM			
SERVICE	Functional	EDUCATION/			
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	old data. May evaluate			knowledge. Directs	
	new data sources for			and controls	
	adherence to the			activities for a clien	
	organization's quality			having overall	
	standards and ease of			responsibility for	
	integration.			financial	
				management,	
				methods, and	
				staffing to ensure	
				that technical	
				requirements are	
				met. Interactions	
				involve client	
				negotiations and	
				interfacing with	
				senior managemen	
				Decision making an	
				domain knowledge	
				may have a critica	
				impact on overall	
				project	
				implementation. Acts as a senior	
				consultant in	
				complex or mission	
				critical client	
				requirements.	
				Develops, modifies	
				and applies	
				computer modeling	
				and programming	
				applications to	
				analyze and solve	
				mathematical and	
				scientific problems	
				affecting system an	
				program	
				performance.	
				Participates in all	
				phases of scientific	
				and engineering	
				projects such as	
				research, design,	
				development,	
				testing, modeling,	
				simulating, training	
				and documentation	
				May supervise	
				others.	

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	Expe	rience Substitution	1	
Associates Degree	equal to two years relevant			four years of relavent
experience. Mas	ters Degree equal to six year		erience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
0501//05	E-mational	MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL Bachelor's		Description Possesses and
HACS Data	Designs and builds HACS relational		5	
Management	databases for data	Degree in a related field.		applies expertise on
Specialist 2		related held.		multiple complex work assignments.
	storage or processing. Develops strategies for			Assignments may be
	warehouse			broad in nature,
	implementation, data			requiring originality
	acquisition, and archive			and innovation in
	recovery. Cleans and			determining how to
	maintains the database			accomplish tasks.
	by removing and deleting			Operates with
	old data. May evaluate			appreciable latitude
	new data sources for			in developing
	adherence to the			methodology and
	organization's quality			presenting solutions
	standards and ease of			to problems.
	integration.			Contributes to
				deliverables and
				performance metrics
				where applicable.
HACS Data	Designs and builds	Bachelor's	10	Possesses and
Management	HACS relational	Degree in a		applies expertise on
Specialist 3	databases for data	related field.		multiple complex
	storage or processing.			work assignments.
	Develops strategies for			Assignments may be
	warehouse			broad in nature,
	implementation, data			requiring originality
	acquisition, and archive			and innovation in
	recovery. Cleans and			determining how to
	maintains the database			accomplish tasks.
	by removing and deleting			Operates with
	old data. May evaluate			appreciable latitude
	new data sources for			in developing
	adherence to the			methodology and
	organization's quality standards and ease of			presenting solutions
	integration.			to problems. Contributes to
	integration.			deliverables and
				performance metrics
				where applicable.
			1	where applicable.

	Expe	rience Substitution	1	
	qual to two years relevant			
experience. Mast	ers Degree equal to six yea		rience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
HACS Engineering	Serves as subject matter	Bachelor's	3	Possesses and
Subject Matter	specialist possessing	Degree in a		applies expertise of
Specialist 1	basic knowledge of an	related field.		multiple complex
	HACS engineering area			work assignments.
	within one or more			Assignments may b
	specific areas of			broad in nature,
	technology and / or in a			requiring originality
	specific product set.			and innovation in
	Provides technical			determining how to
	knowledge and			accomplish tasks.
	implementation of			Operates with
	specialized applications			appreciable latitude in developing
	and operational environments, high-level			methodology and
	functional systems			presenting solutions
	-			to problems.
	analysis, design, integration,			Contributes to
	documentation and			deliverables and
	implementation advice			performance metric
	on complex problems			where applicable.
	that need extensive			
	knowledge of the subject			
	matter for effective			
	implementation.			
	Participates as needed in			
	all phases of system and			
	software development			
	with emphasis on the			
	planning, analysis,			
	testing, integration,			
	documentation, and			
	presentation phases.			
HACS Engineering	Serves as subject matter	Bachelor's	5	Possesses and
Subject Matter	specialist possessing	Degree in a		applies a
Specialist 2	moderate knowledge of	related field.		comprehensive
~P**iunot 2	an HACS engineering			knowledge across
	area within one or more			key tasks and high
	specific areas of			impact assignments
	technology and / or in a			Plans and leads
	specific product set.			major technology
	Provides technical			assignments.
	knowledge and			Evaluates
	implementation of			performance result
	specialized applications			and recommends
	and operational			major changes
	environments, high-level			affecting short-term
	functional systems			project growth and
	analysis, design,			success. Functions
	integration,			as a technical expe
	documentation and			across multiple
	implementation advice			project assignments
	on complex problems			May supervise
	that need extensive			others.
	knowledge of the subject	1		

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	Expe	rience Substitution				
Associates Degree eg	qual to two years relevant			our vears of relavent		
	ers Degree equal to six yea					
relavent experience.						
		MINIMUM				
SERVICE	Functional	EDUCATION/				
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill		
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description		
	matter for effective					
	implementation.					
	Participates as needed in					
	all phases of system and					
	software development					
	with emphasis on the					
	planning, analysis,					
	testing, integration,					
	documentation, and					
	presentation phases.	Bachelor's	10	Possesses and		
HACS Engineering	Serves as subject matter	Degree in a	10			
Subject Matter	specialist possessing in- depth knowledge of an	related field.		applies expertise on		
Specialist 3	HACS engineering area	Telaleu lielu.		multiple complex work assignments.		
	within one or more			Assignments may be		
	specific areas of			broad in nature,		
	technology and / or in a			requiring originality		
	specific product set.			and innovation in		
	Provides technical			determining how to		
	knowledge and			accomplish tasks.		
	implementation of			Operates with		
	specialized applications			appreciable latitude		
	and operational			in developing		
	environments, high-level			methodology and		
	functional systems			presenting solutions		
	analysis, design,			to problems.		
	integration,			Contributes to		
	documentation and			deliverables and		
	implementation advice			performance metrics		
	on complex problems			where applicable.		
	that need extensive					
	knowledge of the subject					
	matter for effective					
	implementation.					
	Participates as needed in all phases of system and					
	software development					
	with emphasis on the					
	planning, analysis,					
	testing, integration,					
	documentation, and					
	presentation phases.					

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Associatos Dograd	Expe equal to two years relevant	rience Substitution		four vears of relavent
	ters Degree equal to six yea			
		MINIMUM		
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
HACS IT Analyst 1	Provides technical and administrative direction for tasks, including review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and / or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted	Bachelor's Degree in a related field.	3	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.
HACS IT Analyst 2	standards. Provides technical and administrative direction for tasks, including review of HACS work products for correctness, compliance with industry accepted standards, policies, and user standards specified in specific TOs. Ensures problem resolution and customer satisfaction. Provides technical and administrative guidance and / or direction for technical personnel performing on a task order. Provides technical and administrative direction for tasks, including review of work products for correctness and compliance with industry accepted	Bachelor's Degree in a related field.	5	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical exper across multiple project assignments May supervise others.
HACS IT Analyst 3	standards. Provides technical and administrative direction for tasks, including	Bachelor's Degree in a related field.	10	Performs expert, independent services and

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	e equal to two years relevant		ors Degree equal to		
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill	
	review of HACS work			leadership in	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	

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	Experience Substitution Associates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
HACS IT Subject Matter Consultant 1	Provides high-level architectural HACS expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops architects, designs, and strategy for technical solutions and the infrastructure architecture and design necessary to support mission strategy. Advises on selection of technological purchases with regards to cybersecurity, systems, processing, data storage, data access, and applications development. Advises of feasibility of potential future projects to management.	Associate's Degree in a related field.	3	having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management. Decision making and domain knowledge may have a critical impact on overall project implementation. May supervise others. Applies fundamental concepts, processes, practices, and procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.		

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	Experience Substitution Sociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relevant experience. Bud Degree equal to 8 years of					
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.						
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
HACS IT Subject Matter Consultant 2	Provides high-level architectural HACS expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops architects, designs, and strategy for technical solutions and the infrastructure architecture and design necessary to support mission strategy. Advises on selection of technological purchases with regards to cybersecurity, systems, processing, data storage, data access, and applications development. Advises of feasibility of potential future projects to management.	Bachelor's Degree in a related field.	5	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical exper across multiple project assignments May supervise others.		
HACS IT Subject Matter Consultant 3	Provides high-level architectural HACS expertise to managers and technical staff. Develops architectural products and deliverables for the enterprise and operational business lines. Develops architects, designs, and strategy for technical solutions and the infrastructure architecture and design necessary to support mission strategy. Advises on selection of technological purchases with regards to cybersecurity, systems, processing, data storage, data access, and applications	Bachelor's Degree in a related field.	10	Provides technical/manageme nt leadership on major tasks or technology assignments. Establishes goals and plans that mee project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and		

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	-	rience Substitution					
ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven							
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of							
	relavent experience.						
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skill			
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description			
Title/Task)	Description future projects to management.	LEVEL	OF EXPERIENCE	Descriptionsenior managementDecision making anddomain knowledgemay have a criticalimpact on overallprojectimplementation.Acts as a seniorconsultant incomplex or missioncritical clientrequirements.Develops, modifies,and appliescomputer modelingand programmingapplications toanalyze and solvemathematical andscientific problemsaffecting system andprogramperformance.Participates in allphases of scientificand engineeringprojects such asresearch, design,development,testing, modeling,simulating, training,and documentation			
				May supervise			
				others.			
HACS IT Subject Matter Specialist 1	Serves as subject matter specialist possessing basic knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies and / or in a specific product set related to HACS. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration,	Bachelor's Degree in a related field.	3	Performs expert, independent services and leadership in specialized technical/functional areas (e.g., Contingency and Disaster Recovery, Business Process Reengineering). Conducts high-leve systems analysis of functional area and formulates an effective strategy fo accomplishing objectives that will overall performance			

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Experience Substitution ociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
SERVICE (e.g. Job Title/Task)		Avent experience. MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description	
	implementation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation, and presentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements to difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at solutions.			Develops technical/functional architectures and functional specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user need to determine functional and cross functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/managem nt leadership on major tasks or technology assignments. Establishes goals and plans that mee project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior managemen Decision making and domain knowledge may have a critical impact on overall	

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	Experience Substitution						
ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of							
experience. was		ars of relavent expe avent experience.	erience. Pha Degree e	equal to 8 years of			
MINIMUM							
SERVICE	Functional	EDUCATION/					
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill			
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description			
				project			
				implementation.			
				May supervise others.			
HACS IT Subject	Serves as subject matter	Bachelor's	5	Possesses and			
Matter Specialist 2	specialist possessing	Degree in a	0	applies expertise of			
watter Specialist 2	moderate knowledge of a	related field.		multiple complex			
	particular area, such as			work assignments.			
	business, computer			Assignments may b			
	science, engineering,			broad in nature,			
	mathematics,			requiring originality			
	technologies and / or in a			and innovation in			
	specific product set			determining how to			
	related to HACS.			accomplish tasks.			
	Provides technical			Operates with appreciable latitude			
	knowledge and analysis of highly specialized			in developing			
	applications and			methodology and			
	operational			presenting solution			
	environments, high-level			to problems.			
	functional systems			Contributes to			
	analysis, design,			deliverables and			
	integration,			performance metric			
	documentation and			where applicable.			
	implementation advice						
	on exceptionally complex						
	problems that need						
	extensive knowledge of the subject matter for						
	effective implementation.						
	Participates as needed in						
	all phases of system and						
	software development						
	with emphasis on the						
	planning, analysis,						
	testing, integration,						
	documentation, and						
	presentation phases.						
	Applies principles, methods and knowledge						
	of the functional area of						
	capability to specific task						
	order requirements to						
	difficult and narrowly						
	defined technical						
	problems in engineering						
	and other scientific						
	applications to arrive at						
	solutions.						

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Experience Substitution ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven						
experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of						
relavent experience. MINIMUM						
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
HACS IT Subject	Serves as subject matter	Bachelor's	10	Possesses and		
Matter Specialist 3	specialist possessing in- depth knowledge of a particular area, such as business, computer science, engineering, mathematics, technologies and / or in a specific product set related to HACS. Provides technical knowledge and analysis of highly specialized applications and operational environments, high-level functional systems analysis, design, integration, documentation advice on exceptionally complex problems that need extensive knowledge of the subject matter for effective implementation. Participates as needed in all phases of system and software development with emphasis on the planning, analysis, testing, integration, documentation phases. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements to difficult and narrowly defined technical problems in engineering and other scientific applications to arrive at	Degree in a related field.		applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expen- across multiple project assignments May supervise others.		
	solutions.	Decholost		Duos dels -		
HACS Network Engineer 1	Assists management in the operation of networks and / or security systems related to HACS. Must stay current with latest developments in network, security, and other LAN technology.	Bachelor's Degree in a related field.	3	Provides technical/managem nt leadership on major tasks or technology assignments. Establishes goals and plans that mee		

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Experience Substitution ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavent experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
	rela	avent experience.			
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION		Knowledge/Skill	
Title/Task)	Description and software trouble shooting for the LAN / WAN. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software / hardware problems and submits findings to management officials. Assists with troubleshooting intra- system telecommunications and / or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and / or replacement of defective information technology equipment.	LEVEL	OF EXPERIENCE	DescriptionHas domain and expert technical knowledge. Directs and controlsactivities for a client, having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management.Decision making and domain knowledge may have a critical implementation. Acts as a senior consultant in complex or mission critical client requirements.Develops, modifies, and applies computer modeling and programming applications to analyze and solve mathematical and scientific problems affecting system and progerts such as research, design, development, testing, modeling, simulating, training, and documentation.	

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	Expe	rience Substitution	1			
ssociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relaven experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of						
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description		
		Bachelor's				
HACS Network Engineer 2	Assists management in the operation of networks and / or security systems related to HACS. Must stay current with latest developments in network, security, and other LAN technology. Assists with hardware and software trouble shooting for the LAN / WAN. Assists with designing quality metric disciplines. Assists with the analyzing, evaluation, and testing of software / hardware problems and submits findings to management officials. Assists with troubleshooting intra- system telecommunications and / or security. Resolves hardware problems. Schedules or provides training in the use of automation equipment for the office. Maintains inventory of all data center equipment and supplies. Submits recommendations relative to the identification of supplies, equipment and furniture. Schedules or performs the repair and / or replacement of defective information technology equipment.	Degree in a related field.	5	Possesses and applies expertise or multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.		
HACS Network Engineer 3	Assists management in the operation of networks and / or security systems related to HACS. Must stay current with latest developments in network, security, and other LAN technology.	Bachelor's Degree in a related field.	10	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology		
	Assists with hardware and software trouble shooting for the LAN / WAN. Assists with			assignments. Evaluates performance results and recommends		
uary 2023	designing quality metric			major changes Page 72 of 8		

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	Expe	rience Substitution	1	
Associates Degree	equal to two years relevant			four vears of relavent
	sters Degree equal to six years			
		avent experience.		,,
		MINIMUM		
SERVICE	Functional	EDUCATION/		
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description
	disciplines. Assists with			affecting short-term
	the analyzing, evaluation,			project growth and
	and testing of software /			success. Functions
	hardware problems and			as a technical expert
	submits findings to			across multiple
	management officials. Assists with			project assignments. May supervise
	troubleshooting intra-			others.
	system			ouriers.
	telecommunications and			
	/ or security. Resolves			
	hardware problems.			
	Schedules or provides			
	training in the use of			
	automation equipment			
	for the office. Maintains			
	inventory of all data			
	center equipment and			
	supplies. Submits			
	recommendations relative to the			
	identification of supplies,			
	equipment and furniture.			
	Schedules or performs			
	the repair and / or			
	replacement of defective			
	information technology			
	equipment.			
HACS Program	Responsible for all	Bachelor's	5	Possesses and
Manager 1	aspects of a HACS	Degree in a		applies a
-	program (e.g., technical,	related field.		comprehensive
	contractual,			knowledge across
	administrative, financial).			key tasks and high
	Represents the			impact assignments Plans and leads
	Company and interfaces with the customer to			major technology
	ensure conformity to			assignments.
	contractual obligations.			Evaluates
	Maintains technical and			performance results
	financial reports to show			and recommends
	progress of projects to			major changes
	Company management			affecting short-term
	and the customer;			project growth and
	organizes all project work			success. Functions
	and assigns			as a technical exper
	responsibilities to			across multiple
	subordinates; provides			project assignments
	quality assurance for all			May supervise others.
	project activity; and oversees the successful			others.
	completion of all			
	assigned tasks.			
	assigned lashs.	1	1	L

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	equal to two years relevant sters Degree equal to six yea		lors Degree equal to	
	100	MINIMUM		
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
HACS Program Manager 2	Responsible for all aspects of a HACS program (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.	Bachelor's Degree in a related field.	7	Possesses and applies expertise of multiple complex work assignments. Assignments may b broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metric where applicable.
HACS Program Manager 3	Responsible for all aspects of a HACS program (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all	Bachelor's Degree in a related field.	12	Possesses and applies expertise of multiple complex work assignments. Assignments may b broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions. to problems. Contributes to deliverables and performance metric where applicable.
HACS Project Manager 1	assigned tasks. Responsible for all aspects of a HACS project (e.g., technical, contractual, administrative, financial).	Bachelor's Degree in a related field.	3	Possesses and applies a comprehensive knowledge across key tasks and high

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Experience Substitution sociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relave experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
•		avent experience.	Ū		
SERVICE (e.g. Job	Functional Responsibility/Position	MINIMUM EDUCATION/ CERTIFICATION	MINIMUM YEARS	Knowledge/Skil	
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description	
	Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and			impact assignmen Plans and leads major technolog assignments. Evaluates performance resu and recommend major changes affecting short-tel project growth ar success. Function as a technical exp across multiple project assignmer May supervise others.	
	oversees the successful completion of all assigned tasks.				
HACS Project	Responsible for all	Bachelor's	5	Possesses and	
Manager 2	aspects of a HACS project (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to contractual obligations. Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.	Degree in a related field.		applies expertise of multiple complex work assignments Assignments may broad in nature, requiring originali and innovation in determining how accomplish tasks Operates with appreciable latitud in developing methodology and presenting solutio to problems. Contributes to deliverables and performance metric where applicable	
HACS Project Manager 3	Responsible for all aspects of a HACS project (e.g., technical, contractual, administrative, financial). Represents the Company and interfaces with the customer to ensure conformity to	Associate's Degree in a related field.	10	Applies fundamen concepts, processes, practices, and procedures on technical assignments. Performs work th requires practica	

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Experience Substitution sociates Degree equal to two years relevant experience. Bachelors Degree equal to four years of relavel experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of					
•		avent experience.	Ū		
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description	
	Maintains technical and financial reports to show progress of projects to Company management and the customer; organizes all project work and assigns responsibilities to subordinates; provides quality assurance for all project activity; and oversees the successful completion of all assigned tasks.			training. Work is performed under supervision.	
HACS System Analyst 1	Formulates / defines HACS system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and / or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates / defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines,	Bachelor's Degree in a related field.	3	Possesses and applies expertise o multiple complex work assignments Assignments may b broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solution to problems. Contributes to deliverables and performance metric where applicable.	

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ssociates Degree experience. Ma	Expe equal to two years relevant sters Degree equal to six yea	rience Substitution experience. Bachel ars of relavent expe	lors Degree equal to a	four years of relaver equal to 8 years of	
relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description	
HACS System	networks, computer accounting, and advanced mathematical / scientific software packages. Evaluates new and existing system, hardware and / or software products. Formulates / defines HACS system scope and	Bachelor's Degree in a	5	Possesses and applies a	
Analyst 2	HACS system scope and objectives. Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results. Prepares detailed specifications for systems and / or programs. Assists in the design, development, testing, implementation, and documentation of new software and enhancements of existing applications. Works with project managers, developers, and end users to ensure system designs meet business requirements. Formulates / defines specifications for complex systems using engineering releases and utilities from the manufacturer. Designs, codes, tests, debugs, and documents programs and systems. Provides overall operating system support, such as sophisticated file maintenance routines, large telecommunications networks, computer accounting, and advanced mathematical / scientific software packages. Evaluates new and existing system,	Degree in a related field.		applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance result and recommends major changes affecting short-term project growth and success. Functions as a technical expe across multiple project assignments May supervise others.	

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	Expe	rience Substitution						
ssociates Degree	equal to two years relevant	experience. Bachel	lors Degree equal to	four years of relaven				
	experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of							
•		avent experience.	•					
		MINIMUM						
SERVICE	Functional	EDUCATION/						
(e.g. Job	Responsibility/Position	CERTIFICATION	MINIMUM YEARS	Knowledge/Skill				
Title/Task)	Description	LEVEL	OF EXPERIENCE	Description				
	hardware and / or			2000				
	software products.							
HACS System	Formulates / defines	Bachelor's	10	Provides				
Analyst 3	HACS system scope and	Degree in a	-	technical/managem				
Analyst 5	objectives. Devises or	related field.		nt leadership on				
	modifies procedures to			major tasks or				
	solve complex problems			technology				
	considering computer			assignments.				
	equipment capacity and			Establishes goals				
	limitations, operating			and plans that mee				
	time, and form of desired			project objectives.				
	results. Prepares			Has domain and				
	detailed specifications for			expert technical				
	systems and / or			knowledge. Directs				
	programs. Assists in the				and controls			
	design, development,			activities for a clien				
	testing, implementation,							having overall
	and documentation of			responsibility for				
	new software and			financial				
	enhancements of			management,				
	existing applications.			methods, and				
	Works with project			staffing to ensure				
	managers, developers,			that technical				
	and end users to ensure			requirements are				
	system designs meet			met. Interactions				
	business requirements.			involve client				
	Formulates / defines			negotiations and				
	specifications for			interfacing with				
	complex systems using			senior managemen				
	engineering releases and			Decision making an				
	utilities from the			domain knowledge				
	manufacturer. Designs,			may have a critical				
	codes, tests, debugs,			impact on overall				
	and documents			project				
	programs and systems.			implementation.				
	Provides overall			Acts as a senior				
	operating system			consultant in				
	support, such as			complex or mission				
	sophisticated file			critical client				
	maintenance routines,			requirements.				
	large			Develops, modifies				
	telecommunications			and applies				
	networks, computer			computer modeling				
	accounting, and			and programming				
	advanced mathematical /			applications to				
	scientific software			analyze and solve				
	packages. Evaluates			mathematical and				
	new and existing system,			scientific problems				
	hardware and / or			affecting system an				
	software products.			program				
				performance.				
				Participates in all				
				phases of scientific				
		1						

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	Expe	rience Substitution	1	
	equal to two years relevant ters Degree equal to six yea	experience. Bache	lors Degree equal to	
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
HACS System Engineer 1	Provides analysis and engineering services related to the design,	Associate's Degree in a related field.	3	and engineering projects such as research, design, development, testing, modeling, simulating, training, and documentation. May supervise others. Applies fundamental concepts, processes,
	development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to post- implementation evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.			procedures on technical assignments. Performs work that requires practical experience and training. Work is performed under supervision.

	equal to two years relevant sters Degree equal to six yea		lors Degree equal to	
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
HACS System Engineer 2	Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to post- implementation evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.	Bachelor's Degree in a related field.	5	Possesses and applies expertise of multiple complex work assignments. Assignments may b broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metric where applicable.
HACS System Engineer 3	Provides analysis and engineering services related to the design, development, and integration and maintenance of hardware, software, man-machine interfaces and all system level requirements to provide an integrated HACS solution. Develops integrated system test requirement, strategies, devices and systems. May direct system level testing. This involves the establishment of an engineering and / or operational frameworks for new systems ranging from conducting feasibility studies to post-	Bachelor's Degree in a related field.	10	Possesses and applies a comprehensive knowledge across key tasks and high impact assignments Plans and leads major technology assignments. Evaluates performance results and recommends major changes affecting short-term project growth and success. Functions as a technical expe- across multiple project assignments May supervise others.

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	equal to two years relevant ters Degree equal to six yea		lors Degree equal to	
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skil Description
	evaluation and maintenance. Systems Engineers also provide top level support for internal systems and software.			
HACS Technical Writer 1	Writes a variety of HACS technical procedures, manuals and policies for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.	Associates Degree in a related field.	2	Provides technical/managen nt leadership on major tasks or technology assignments. Establishes goals and plans that me project objectives Has domain and expert technical knowledge. Direct and controls activities for a clien having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior managemet Decision making a domain knowledg

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		rience Substitution		<u> </u>
ssociates Degree	equal to two years relevant	experience. Bachel	ors Degree equal to	four years of relaven
experience. Mas	ters Degree equal to six yea		rience. Phd Degree e	equal to 8 years of
	rela	avent experience.		
SERVICE	Functional	MINIMUM EDUCATION/		
(e.g. Job Title/Task)	Responsibility/Position Description	CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
			••••••••••	impact on overall
				project
				implementation. Acts as a senior
				consultant in
				complex or mission critical client
				requirements.
				Develops, modifies, and applies
				computer modeling and programming
				applications to
				analyze and solve mathematical and
				scientific problems
				affecting system and program
				performance. Participates in all
				phases of scientific
				and engineering projects such as
				research, design,
				development, testing, modeling,
				simulating, training,
				and documentation May supervise
				others.
HACS Technical Writer 2	Writes a variety of HACS technical procedures,	Associates Degree in a	4	Performs expert, independent
WINCI 2	manuals and policies for	related field.		services and
	documentation for a wide range of uses. May be			leadership in specialized
	responsible for			technical/functional
	coordinating the display of graphics and the			areas (e.g., Contingency and
	production of the			Disaster Recovery,
	document.			Business Process Reengineering).
				Conducts high-leve
				systems analysis of functional area and
				formulates an effective strategy fo
				accomplishing
				objectives that will overall performance
				and efficiency.
				Develops technical/functional
				architectures and
				functional

	=	rience Substitution				
ssociates Degre	e equal to two years relevant	experience. Bachel	ors Degree equal to t	four years of relaven		
experience. Wa	experience. Masters Degree equal to six years of relavent experience. Phd Degree equal to 8 years of relavent experience.					
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS	Knowledge/Skill Description		
Thio, Fuolo,	200011911011					
				specifications. Provides expertise and assistance in state-of-the-art software and hardware or area of specialization. Analyzes user need to determine functional and cross functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides technical/management nt leadership on major tasks or technology assignments. Establishes goals and plans that mean project objectives. Has domain and expert technical knowledge. Directs and controls activities for a client having overall responsibility for financial management, methods, and staffing to ensure that technical requirements are met. Interactions involve client negotiations and interfacing with senior management domain knowledge may have a critical impact on overall project		

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	equal to two years relevant ters Degree equal to six yea rela	ars of relavent expension expension of relavent experience.		
SERVICE (e.g. Job Title/Task)	Functional Responsibility/Position Description	MINIMUM EDUCATION/ CERTIFICATION LEVEL	MINIMUM YEARS OF EXPERIENCE	Knowledge/Skill Description
HACS Technical Writer 3	Writes a variety of HACS technical procedures, manuals and policies for documentation for a wide range of uses. May be responsible for coordinating the display of graphics and the production of the document.	Bachelor's Degree in a related field.	7	Possesses and applies expertise on multiple complex work assignments. Assignments may be broad in nature, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. Contributes to deliverables and performance metrics where applicable.

SERVICES PRICELIST SIN 54151HACS									
		GSA PRICE + IFF							
SIN	Labor Category	Feb 27, 2022 - Feb 26, 2023	Feb 27, 2023 - Feb 26, 2024	Feb 27, 2024 - Feb 26, 2025	Feb 27, 2025 - Feb 26, 2026	Feb 27, 2026 - Feb 26, 2027			
54151HACS	HACS Business Subject Matter Specialist 1	\$87.83	\$89.59	\$91.38	\$93.21	\$95.07			
54151HACS	HACS Business Subject Matter Specialist 2	\$114.19	\$116.47	\$118.80	\$121.18	\$123.60			
54151HACS	HACS Business Subject Matter Specialist 3	\$140.55	\$143.36	\$146.23	\$149.15	\$152.13			
54151HACS	HACS Configuration Manager 1	\$70.28	\$71.69	\$73.12	\$74.58	\$76.07			
54151HACS	HACS Configuration Manager 2	\$96.62	\$98.55	\$100.52	\$102.53	\$104.58			
54151HACS	HACS Configuration Manager 3	\$122.97	\$125.43	\$127.94	\$130.50	\$133.11			
54151HACS	HACS Data Management Specialist 1	\$96.62	\$98.55	\$100.52	\$102.53	\$104.58			
54151HACS	HACS Data Management Specialist 2	\$127.37	\$129.92	\$132.52	\$135.17	\$137.87			
54151HACS	HACS Data Management Specialist 3	\$149.32	\$152.31	\$155.36	\$158.47	\$161.64			
54151HACS	HACS Engineering Subject Matter Specialist 1	\$96.62	\$98.55	\$100.52	\$102.53	\$104.58			
54151HACS	HACS Engineering Subject Matter Specialist 2	\$127.37	\$129.92	\$132.52	\$135.17	\$137.87			
54151HACS	HACS Engineering Subject Matter Specialist 3	\$149.32	\$152.31	\$155.36	\$158.47	\$161.64			
54151HACS	HACS IT Analyst 1	\$96.62	\$98.55	\$100.52	\$102.53	\$104.58			
54151HACS	HACS IT Analyst 2	\$118.59	\$120.96	\$123.38	\$125.85	\$128.37			
54151HACS	HACS IT Analyst 3	\$140.55	\$143.36	\$146.23	\$149.15	\$152.13			
54151HACS	HACS IT Subject Matter Consultant 1	\$197.64	\$201.59	\$205.62	\$209.73	\$213.92			
54151HACS	HACS IT Subject Matter Consultant 2	\$263.52	\$268.79	\$274.17	\$279.65	\$285.24			
54151HACS	HACS IT Subject Matter Consultant 3	\$307.44	\$313.59	\$319.86	\$326.26	\$332.79			

SERVICES PRICELIST SIN 54151HACS

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		GSA PRICE + IFF				
SIN	Labor Category	Feb 27, 2022 - Feb 26, 2023	Feb 27, 2023 - Feb 26, 2024	Feb 27, 2024 - Feb 26, 2025	Feb 27, 2025 - Feb 26, 2026	Feb 27, 2026 - Feb 26, 2027
54151HACS	HACS IT Subject Matter Specialist 1	\$131.75	\$134.39	\$137.08	\$139.82	\$142.62
54151HACS	HACS IT Subject Matter Specialist 2	\$149.32	\$152.31	\$155.36	\$158.47	\$161.64
54151HACS	HACS IT Subject Matter Specialist 3	\$175.68	\$179.19	\$182.77	\$186.43	\$190.16
54151HACS	HACS Network Engineer 1	\$96.62	\$98.55	\$100.52	\$102.53	\$104.58
54151HACS	HACS Network Engineer 2	\$122.97	\$125.43	\$127.94	\$130.50	\$133.11
54151HACS	HACS Network Engineer 3	\$140.55	\$143.36	\$146.23	\$149.15	\$152.13
54151HACS	HACS Program Manager 1	\$131.75	\$134.39	\$137.08	\$139.82	\$142.62
54151HACS	HACS Program Manager 2	\$153.71	\$156.78	\$159.92	\$163.12	\$166.38
54151HACS	HACS Program Manager 3	\$175.68	\$179.19	\$182.77	\$186.43	\$190.16
54151HACS	HACS Project Manager 1	\$109.80	\$112.00	\$114.24	\$116.52	\$118.85
54151HACS	HACS Project Manager 2	\$131.75	\$134.39	\$137.08	\$139.82	\$142.62
54151HACS	HACS Project Manager 3	\$153.71	\$156.78	\$159.92	\$163.12	\$166.38
54151HACS	HACS System Analyst 1	\$87.83	\$89.59	\$91.38	\$93.21	\$95.07
54151HACS	HACS System Analyst 2	\$105.41	\$107.52	\$109.67	\$111.86	\$114.10
54151HACS	HACS System Analyst 3	\$131.75	\$134.39	\$137.08	\$139.82	\$142.62
54151HACS	HACS System Engineer 1	\$105.41	\$107.52	\$109.67	\$111.86	\$114.10
54151HACS	HACS System Engineer 2	\$140.55	\$143.36	\$146.23	\$149.15	\$152.13
54151HACS	HACS System Engineer 3	\$166.90	\$170.24	\$173.64	\$177.11	\$180.65
54151HACS	HACS Technical Writer 1	\$70.28	\$71.69	\$73.12	\$74.58	\$76.07
54151HACS	HACS Technical Writer 2	\$96.62	\$98.55	\$100.52	\$102.53	\$104.58
54151HACS	HACS Technical Writer 3	\$122.97	\$125.43	\$127.94	\$130.50	\$133.11

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